remember his thick Polish accent, his nimless glasses, his severity. He seemed to have weathered into leather himself. Paid by the window, he worked with smszing speed. One afternoon my mother called me in to watch him at work.

"You see that man? What do you think he's doing?" "Washing windaws," I suggested.

"Let me tell you what he's really doing: That man is putting two sons and o daughter through university! You understand? And that's America.

I remember feeling a shiver, as I often did when my mother gave me a lesson in social justice. After that, Theadore seemed to me a kind of hero. But his story also made our country seem heroic-a land of possibilities, of social mobility through education provided by

In the 60's I became cynical about the American Dream. From its beginnings, I learned, public education wasn't developed simply to enable ordinary people to rise. It was part of the infrastructure required by industry, which needed socialized and educated workers. But my cynieism was foolish. The dream was real. even if the motives of industrialists were not purely altruistic. Women really have put children through college by cleaning office buildings of night. The dream was true for millions of American parents who used higher education, especially in public colleges and land-grant universities, to lift op the next generation.

Driven by the Morrill Land Grant Act of 1862, public higher education became America's edge. A student at City College of the City University of New York wrote at the turn of the century. "The classrooms were bare, the chairs and desks of the ploinest. . . . But as against that were the students. . . . We know it os gospel truth that this plain College was for each of us a passport to a higher and ennobled life." In the same era, Charles R Ven Hise said at his inaugurotion os president of University of Wisconsin, "A state university can only permanently succeed—where its doors are open to all . . . who possess sufficient intellectual endowment, where the financial terms are so easy that the industrioss poor moy find the way. . . . This is a state university ideal, and this is a new thing in the

This new thing, a high-quelity, inexpensive public university, fostered both social mobility and American success in this century. In the states with great landgrant universities, most political and industriel leaders were educated there. The institutions also have been essential to research.

Now, the public university is not just being pruned or challenged; throughout the country, it is probably be-

I teach in a state that seems to represent the Ameriean future, and that future saddens me. Public higher education has begun to deteriorate in Massachusetts. We've auffered the deepest budget cuts in the country; since 1988, we have lost over 41 per cent of our budget Last year's cut, 17 per cent, was 10 per cent worse than that in any other state. But we're simply out in front of a trend: For the first time in the 33 years of the Chambers survey, state support for higher education declined for academic 1991-92. Thirteen states, including saven of the largest, reported declines over the last two

Io many states, faculties and courses have been cut. and students have been crowded out of classes. Cslifornia's law entitling all qualified Califarnians admission to the higher-education system simply can't be obeyed. Everywhere, tuition has jumped but facolty salaries have not.

Massachusetts is the extreme exemple. For three years, faculty members at the University of Massachu-

A STATE OF THE STATE OF

America Is Destroying Public Higher Education

setts have received no raises, not even cost-of-living increases; worse, we've been forced to take impaid "furloughs" and yet tench anyway. Master teachers are being paid-"bribed" is the word that coincs to mind-to retire early simply because the university needs their salaries. Programs that took 20 years to build are dissolving; some of the best, most respected administrators and teachers have some elsewhere Budget cuts have stripped the university bare, leaving it without money to keep up a decent research library, without moncy for building programs. Morale-of students and frieulty members-is low.

Budget cuts have been "softened," in Massachusetts ond many other states, by making students pay more—a lot more. In Massachusetts, this new revenue permitted the stote to make additional cuts, which led to additional burdens on students. The university has hit them with unpredictable increases in costs, sametimes at mid-yeor. In three years at UMass, costs for an in-state student have risen from \$4,500 to \$8,500, und

"Budget cuts have stripped the university bare, leaving it without money to keep up a decent research library, without money for building programs. Morale—of students and faculty members—is low."

costs for an out-of-state student from about \$7,500 to \$14,500-close to double.

The extra tuition money tempts us to increase costs even more, making UMass more expensive and thus less democratic-less accessible to Theodore's grandchildren. Like private colleges, we offer financial aid. But, Increasingly, it's children of the middle class who con afford to come to UMass. It's becoming private education under another guise. What's hoppened to low-income students? They go to inexpensive community colleges near their homes-or they just don't

The result of the budget cuts and increased costs is making us less selective. In 1988, 24,000 students applied for first-year admission at UMass. We accepted 50 per cent and came up with a class of 4,400 students. In 1991-just three years later-only 14,000 students applied. We accepted 83 per cent, but that year's class opped to 3,300 students.

Demographics et work? Hardly. All through the 80's, the demographics indicated a decreose in the college-age population, but our enrollments climbed. Mossachusetts has lost some population, but not this much, not this fast, not in three years.

As we've become less selective, the overage SAT scores of our freshmen have dropped steeply-50 points in a year. And they proved accurate: 24 per cent of last year's first-year students didn't return this fall the highest proportion ever.

HE UNIVARSITY OF MASSACHUSETTS IS Still a fine place, with most of its programs and departments intact. Bul unless things change, we will become increasingly less selective, accepting any student able to pay. If we don't reverse the trend, the academic ability of our students will steadily decline, good faculty members won't apply for jobs here, the best graduate students will go where the best young faculty members are, and our wonderful public university will become second rate, then third-rate, then a joke. Elitists like lebs Silber will have won: To get a good education a student will have to go to a private unive

And soon this may happen all over the country. Public colleges and universities will continue to drop faculty members and partime instructors, canceling classes and making existing ()110te, classes unbearably overcrowded. Tuition may increase so much that some public institutions will really be secund-rate private universities, the only difference be ing that minimal state support will substitute for to-

downcuts. They will become third-tier, undemocra

ITE RECESSION, OF COURSE, is partly to blame. And the recession has come after a decade of Rengan-inspired budgets that have harmed educational institutions, students and the states. The states, whose own tax revenues have declined, increasingly are unable to make up for the federal cuts. But the culprit I want to focus on a virulent mythology offered us by our Presidents and their apologists over the past 12 years: All government is parasitical and wasteful. Higher education? Heat Start programs? Prenatal cure? Don't let "them" sen your money. Keep up a strong police and military, but otherwise keep the government's hand out of you

The result of this mythology? The general public and legislaturs neturally feel morally in the right-not simply self-interested, but responsible, virtuous-for refusing to vote new toxes for education and other social programs. Fur ardinary neuple, whose real income has declined, whose children face a fature with fewer posibilities-the mythology is imprisoning.

In Mussuchusetts, as in the rest of the country, leglators who voted for a progressive income tax or sta on services would have a very hard time being re elected. Experts can point ant that of all industrialia countries, the United States is the most lightly taxel; they can point out the value of taxation when it's use to invest in our future. Hut people dan't listes; it doesn't fit the Reaganite mythology that too many people have adopted, porticularly as the recession makes them fourful about their own economic for

It's time for people to understand that refusing to pay for education is not tough-minded realism. Realism recognizes that to rehalld our economy, we're going to have to rebuild the infrastructure. That includes the minds of the next generation of workers, workers with will require a better, not u shoddier, education. A great deal of the public capital needed can come from cutsi defense spending, but if it also takes more taxes, then

We cannot afford the terrible human waste-the waste and moral destruction of a generation of poor and middle-income children and young adults. A child is six years old only once. If you deprive the child of a decret elementory education, you've done him or her permi nent, irreversible damage, and you've lost a valuable asset. And we'll end up paying for prisons and police whalever we refuse to pay for education. Similarly, high each high-school graduates usually get just one chance at college. If we don't offer the most talented smong thea a first-rate public education, everybody-they themselves and the society that needs them-loses out.

The alternative is the terrible vision of the morie Blade Runner. Set in a futuristic Los Angeles, i showed a polyglot sea of uneducated poor living in the leaking, deteriorated structures of the 20th century, a giant underclass without mobility. Its rage and crime are controlled by a high-tech police force in the payof s small, wealthy, highly educated class living in clegated isolation. I'm afraid of thet vision; I'm afraid it may

John J. Clayton is professor of English at the University of Massachusetts at Amherst.

THE CHRONICLE

of Higher Education.

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the problem of anallowable costs to the government a systemic. existant comptroder general at General Accounting Office: A25

ay uninformed people think the sorid is turning 'queer.'
sorid is turning 'queer.'
sorid sorid your at Autzona
Slote University: A7

Ayeang man wrote that a movel eledread had traught him that his phriorship with Mother Faith ses one of rape and pillage: le any saw his rock collection in a new light." sacor of women's studies: Bi

This is the first clear indicates minible survey data of what's appealing in the higher mity as a result of

take community as a res Assing personnel officint, on Ministrators raises this year: A1

Thirk the budget is exactly the une as past Bush budgets for tisting programs. You it have to five them credit for putting a good spin on it." faries B. Saunders, Jr., sentor Wetersident of the ACE: A1

"The request harrely carvers infation. And in some Vity important meas, at des not come near the inflation rate at all."

line B. Moore of the Association d American Medical Colleges, on the tudget proposal for NIH: A26

"It'll be interesting to see if the residents think this is a real shot across the buw, or just a bag of flour. ancier of women's athteries, on in Elecation Department memo seceptly in college sports: A1

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U.S. Drafts Memo on Sex Equity in College Sports

IIV DOUGLAS LEDERMAN

The Education Department is circuloting a proposed memorandum that would warn callege presidents not to violate federal sex-discrimination laws when they make decisions about climinating sports

The department's Office for Civil Rights has asked a range of higher-education and college-sports officials for their comments on the memorandina, which would be sent to the presidents of all colleges that receive

Many Programs Face Deficits

The memorandum has generated interest for several reasons. First, callege officials say it indicates that our has been listening to their complaints that it too often has proposed policies without getting advice from experts at the colleges.

Second, it comes at a time when many colleges me contemplating cutting teams as a way to deal with the sports deficits that many of them now lace. About a dozen colleges have thopped teams in the past 18 mouths, and more are considering similar action. Concerns about the possibility of violating federal anti-discrimination laws Inve forced several colleges to back off from such embacks.

Third, the menorandum suggests that the civil rights office may follow through on its December 1990 pledge to make sports programs' compliance with anti-discrimination laws one of its top priorities. Advocates for women's sports have been finistrated by what they say is oca's fallure to enforce vigorously the statute known as Title IX of the Education Amendments of Continued on Page A39

11.6% Increase for Student Grants Sought by Bush in 1993 Budget; Funds for Loans Would Grow 25%

Spending plan said to reflect

By THOMAS I. DeLOUGHRY

President Bush last week usked for an increase of 11.6 per cent for student-grant programs in fiscal 1993-the largest such request of his Presidency. Spending for student loans would grow by 25 per cent.

The proposals surprised college offi-

maximum Pell Grant would grow to \$3,700, from \$2,400, and the largest Stafford Student Loan that an undergraduate could take out would grow to \$4,000, from \$3,000. The proposal would put \$2-billion in new money into higher education, but requirements would eliminate more than 675,000 gronts and 128,000 Perkins Stu-

Concern for Older Students

Bush Administration officials said the proposals were intended to acknowledge families' difficulties in paying for college. They also said the budget was designed to open up student-old programs to older students who are working full time and want to go to college for one or two courses. The present low requires students to attend college at least half time to qualify for federal

concern over costs to families

cinis, who had expected a request for smaller increases. Many hastened to point out, though, that Mr. Bush's proposals were not as generous as the figures indicat-

Under the President's budget plan, the shifts in funds and changes in eligibility

The President combined the proposed

The President's Budget and Higher Education

- Sciantiets are pleased with large Increases proposed for the National Science Foundation, but are disappointed by the small increases proposed for the National Institutes of Haalth: Pege A26.
- Students and presidents are angry about e proposal to give larger Pell Granta to good atudents and deny grants to students who do not maintain a C sverege: Page A32.
- Collegee could attract more gifts of real estate and atooks it. Congress adopts the proposal on tax treatment of appreciated property. But come development officers ere worried about new reporting re-
- Complete budget tables on programs in the Education Depart-ment and other agencies that provide funds for collages and univer-sities: Pege A28.

student-oid increoses with requests that the interest on student loans be made tax deductible and that penulty-free withdrawals from Individual Retirement Accounts be permitted for college expenses. Educators said they viewed the package as Mr. Bush's attempt to keep his 1988 enmpaign promise to be an "education President."

Higher education fared well in the proposed Education Department budget, Continued on Page A32

Administrators' Raises Trail Inflation This Year, Reflecting Hard Times

Highest-Paid Administrators

Medical deen	\$173,287
Medical-center chief	136,667
Public health dean	128,250
	124,965
Law dean	120,000
Dentistry dean Veterinary dean	110,250
Health professions	105,000
System president	99,452
	. 99,300
Pharmacy dean	95,500
institution president	

By DENISE K. MAGNER WASHINGTON

Reflecting the nationwide recession, median salories for college and university administrators rose by only 2.6 per cent this scademic year. Not only was the increase the smallest in four years, but it also failed to keep pace with inflation.

In acodemic 1990-91 the rate of increase in median solaries was twice as high-5.4 per cent. The figures are from a survey that is conducted each year by the College and University Personnel Association.

The slim pay raises also fell well below last year's inflation rate. The Consumer Price Index rose by 4.7 per cent in the 12 months ending June 1991.

This is the first clear indicator from

reliable survey data of what's happening in the higher-education community as a result of the economic downturn," and Kathleen E. Donofrio, director of personnel.at Loyola College in Maryland and a

member of the committee that advises CUPA on the administrative-salary survey. "It's not surprising," she added. "I think higher education has been particularly hard hit in this economy.

Lowest Raises at 2-Year Colleges

Administrators at two-year colleges rereived the lowest poy mises. Their medion salaries increased only 0.8 per cent in 1991-92, the survey of 1,438 institutions found.

"Two-yeor colleges, at least at the publie level, differ from a lot of the other public institutions in that they draw some of their support from the local base," said Kirk D. Beyer, compensation manager for the University of Nebraska at Lincoln and chairman of the survey advisory committee.
"They might reflect the economic conditions a little sooner than some of the other state-supported institutions would."

Administrators at baccalaureate institu-Continued on Page A14

This Week in The Chronicle



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Research

CMTROVERSY OVER RESEARCH ON HOMOSEXUALITY Usins that homosexuality has a biological basis have bee criticized by researchers in many disciplines: A7

E.S. SAID TO OVERSTATE TRADE DEFICIT
A panel of researchers suys federed officials fail to
urigh profound changes in the global economy in
gesturing the flow of goods and services: A7

IRIGIS OF THE TRADE IN MOVING A LAB slamy researchers relocate at least once in their cureers, and most find that moving their laboratory can be as executive as it is tricky: A14

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MODONSKS PDRTRAY FIRST CHINESE EMPEROR Archeologists in the West have long sought information on an archaeological find in China. Now two interactive disks give a detailed record: A20

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ADMINISTRATORS' PAY ROSE 2.6% The increase in median salaries. For university administrators was the smallest in four years and failed to keep pace with inflation: Al

MOVING TIME FOR RESEARCH LABS
When scademic scientists switch to a new institution,
taken beir delicate equipment with them is no ensy
take AM

ISPRIES'S CITY COLLEGE POST IN DOUBT
De president of conv reportedly plans to replace
Lonard Jeffries, Jr., the controversial chairman of the
blick-studies department: A19

PROMINENT ACTIVIST ON A DIVISIVE ISSUE As gesident of the National Right to Life Committee, a developmental psychologist leads the fight against dection: A5

WOMEN'S STUDIES: THREATS FROM WITHIN The search for feminist purity will eventually result in a massive rejection of the important things that feminism, broadly speaking, aims to achieve. Opinion: 111

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Federal & State Governments

HE PRESIDENT'S BUDGET PLAN FOR FISCAL 1993
In a surprise proposal, President Hush asked
Congress to increase spending on student grants by 11.6
Per cent in fiscal 1993; A1

Researchers are pleased with the requests fur scheee, but disappointed with the figures for the National Institutes of Health: A26



Weslarn scholers cen now use interective videodisks to gai details about a great archaeological discovery In Xien, China. Above, a figure uncerthed at the site: A2D

- The National Endowment for the Humanities would see an increase of 6.3 per cent; A27
- The hudget proposes restoring tax breaks for gifts of appreciated property and student-loan interest: A30
- Eight people in higher education list their top priorities for the federal budget this year. A30
- College officials are ungry about a proposal to link
 Pell Grants to grades: A32
- Tables on programs in the Education Department and other agencies that provide funds to colleges; A28

MORE AUDIT TROUBLE FOR UNIVERSITIES
Federal investigators have told Congress that research
universities charged the government \$350-million too
much for indirect custs in recent years: A25

NIH STARTS WORK ON A STRATEGIC PLAN
The Nutional Institutes of Health released the draft a
lung-range plan that includes five broad objectives for

ANTITRUST INQUIRY ENDS FOR 6 MORE COLLEGES
In all, the Justice Department has now disclosed that 25
of 57 institutions previously being investigated for
violating federal laws are no longer under review: A34

NATIONAL STANDARDS FOR SCHOOLS ENDORSED Federal and state leaders have been advised by a Congressionally established committee that the country needs national standards and teats for its schools: A35

South Caroline bill would require reports on colleges: A25
Maine to offer emergency loses to offect tuillon hildes: A25
Funds from a seless tax mey never resen college: A25
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Defense, housing funds to go to Antarctica program: A34

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GRANTS FOR MEDICAL SCHOOLS

The Robert Wood Johnson Foundation will award \$32.7-million to schools that encourage students to choose cereers as general practitioners: A36

Project seeks higher status for general education: A18
College to offer fewer but more-rigorous courses: A18
New curriculum to stress common experiences: A19

Athletics

SEX EQUITY IN SPORTS: U.S. DRAFTS A MEMO The Education Department has written a memorandum

that warms colleges to uphold sex-discrimination laws when deciding to drop sports teoms: A1

COACH RESIGNS OVER BUDGET TURMOIL

A temporary freeze on the inwarding of new football scholarships at the U. of Massachusetts led the team's coach to quit in protest: A39

Thousands mourn Notre Dame swimmers killed in creah: A5 AEE honose president of Mright Foundation: A39 NCAA council becks changes in enforcement process: A39 U. of South Floride covered up rape charge, panel asys: A40 Syracuse star suea NCAA for 'mentat angulety: A40 NCAA panel rectoree eligibility of Texas ethiete: A40

Inance

\$33-MILLION FOR MEDICAL EDUCATION
A grant program to encourage medicul students to

A grant program to encourage medical students to choose careers as general practitioners is planned by the Robert Wood Johnson Foundation: A36

Foundation giants; gifte and baquests: A36

Students

WHEN RACE BECOMES AN ADMISSIONS ISSUE

Critics say colleges are doing such a poor job of explaining affirmative action to students and their purents that o white backlash is being encouraged: A37

Duke U. has been confronted by a student whu says he was denied odmission because she is white: A38

SUNY etudents question PCB chienup in dormitorias: A4 Five Berkeley etudents stage hungar etrike over feas: A4 Greduete sludente hold elt-in et Yale U. libreny: A4 Book procession marks opening of Hood College libreny: A4 Recrulting war for brightest black etudents heets up: A37 Gay group's cherter is revoked, then rectored: A37 Renasselear students cell alumni in 'jobathon': A37

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BUDGET SQUEEZE IN CANADA

Record low gains in provincial funds for higher education are forcing inatitutions to adjust: A41

AUSTRALIA BATTLES RECESSION

With a new prime minister and a new chief of education, employment, and training, Australiu's Lubor government is bottling a deep recession: A41

FILLING RUSSIA'S IDECLOGICAL VACUUM

The next few years will determine what replaces Soviet dogmas. The outcome is too important to be left to

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Operation Plowshare' gains support in the U.S.: A41
Estonia to increese size of student grants: A41
Europe'e first islamic theological instituta opens: A41

Arts

PRESERVING A 'MIGHTY WURLITZER' After extensive work, a 1925 theater organ is now installed in a theater at George Mason U.: B4

FEMINISM AND THE NEW DEAL.
The stolid mothers end brawny workers depicted in the art of the New Deal: B64

Cozette

Appointments and resignatione in accdema: A43 Ocaths: A44 Calender of coming events and deadlinee: A44

MARGINALIA

A faculty member at Canton Colmunication from the Athletic Booster Club with this compelling message on the envelope:

OPEN IMMEDIATE V OUTDATED MATERIAL INSIDE

Memorandum to the faculty at the University of Findlay: 'It is proposed that:

(1) When voting on tenure or promotion policy (and 'sense of the fac-ulty' votes about tenure and promotion) voting privileges be restricted to full-time teaching faculty and division chairs.

'2) A ballet on this issue is called Shall we dance?

A student who was late for a class at Quinnipiac College gave her professor this note:

"At 8:15 we Received a Call that Sharon L-s Jeep Wrangler broke down. Now at 10:00 A/M vehi cle has been towed here for possible drive shuft repairs.

"please excuse ony in conven ience this may have caused.

The note was signed by a man ut a local unto shop.

Warning sent by electronic mail at Appalachion State University:

Those that we do not hear from by November 15, indicating they wish to retain their id, will be re-

Help us, Sigmund! Help us!

From Dominguez News, the puper at California State University III Dominguez Hills:

ETHNIC DIVERSITY SPOINKLES CAMPUS

Dominguez Hills is just one big salad bowl.

"The ingredients in the Dominguez Hills salad are:

35.5 percent White

"33.1 percent Africon-American
"18.9 percent Latino

B.5 percent Asiar

"4.0 nercent Pacific Islander "Dr. Kenneth B. Gaoh, director of institutional research here said each year the ethnic diversity changes.

" 'The Latino population is growing each year, this makes the percentage of other races stay the same,

What's on that solad, Director?

We have it on good authority that the following closing statement was made by the vice-president for academic affairs to the Governor West Virgioia at a ground-breaking ceremony at Fairmont State College:

"And now let us proceed with the

In Brief

Students question PCB

cleanup in dormitories

NEW PATEZ N.Y -Students at the State University of New York here protested outside two residence halls last week, demanding that the buildings remain closes for further safety tests.

Last month a power surge caused transformers containing a carcinogenic chemical, polychlorinated biphenyls, to overheat in five campus buildings. A universi ty spokesman said both the state ond county health departments had approved the reopening of the buildings after testing and cleun-up. Two other residence halls remain closed

Berkeley students stage hunger strike over fees

BEOKELEY, CAL. -- Five students at the University of Chlifor nia's campus here started a hunger strike last week to protest a 2-per-cent increase in studer fees due to take effect in the fall The increase will boost fees for state residents to an average of \$3,036 a student on the university's nine campuses. The universi ty charges fees instead of tuition.

The fee hike is the third in as many years. A university spokesman said the institution needed the money to help offset n cut in its request for state funds. The ey from the fees will be used moinly to increase support for university libraries and student financial aid.

only drink liquids and take vitamins during their strike. They will mittee to review student financial continue to oftend classes as long aid.

Chancellor moves to poor neighborhood

ominantly

le (above), chancellor of the

City College of San Francisco.

main campus to new quarters at a

satellite campus in Bayview-

black neighborhood that has been

plagued by crime and unemploy-

meni. "I am not presumptuous

Hunter's Point-a pre-

has moved from an office on the

SAN FRANCISCO -- Evan S. Do- | enough or foolish enough to be-

for equi



Book procession marks opening of new library

\$3.5-million

FREAERICK, MA. - Hood Col- | formation-technology center cost lege students, faculty and stuff members, and alumnae carried books from the Joseph Henry Apple Library last mouth to upen a

to celebrate the new library, which will be dedicated in Sepnew library and infarmation-techtember to kick off the college nology center on the cumpus. centennial year. About 1.0001 The new four-story library cust books were carried in the process \$9.2-million to build, and the in- sinn.

as they are able. The students wunt a complete rollback of the The students said they would intest increase, a cup on future fee hikes, and the creation of a com-

lieve that I can solve the problems

of that community," he said. "I

am moving to shore in a struggle

Mr. Dobelle's move has been

The Chronicle of Higher Education into 000-1881 is published seath) mares the filled week in Augmu and the but two weeks in December, at 1253 Tourny-Third Street, N.V., 2003. Subscription mark 103, Superview, Reconstructing notation and a binariation of the Chronicle of Higher Education and Computer of Computer of Higher Education and Computer of Computer of Higher Education, 202, 100-1893, Markon, Older 4305, Respect, Augment of Computers, The Chronicle of Higher Education, 202, 100-1893, Markon, Older 4305, Respect, Augment of Computers, The Chronicle of Higher Education, 202, 100-1893, Markon, Older 4305, Respect, Augment of Computers, 100-1804,

warmly received by community

2 City College officials leave over stampede

> NEW YORK-Two administrators are leaving City College of the City University of New York ofter being partially blanted for a dendly stampede on the campus. A third official faces disciplinary

The college held the procession

In December, nine people were crushed by a crowd pushing into the college o gymnasium for a celebrity basketball gome. A report commissioned by Mayor David Dinkins blamed the police, the event's promoter, the student or-ganizer, the crowd, City Univeraity, and City College.
Pollowing the report's release.

Jean Charles, director of co-curicular life, resigned after 13 years with the college. George D. Mc-Donald, vice-president for student affairs, is retining this week after 24 years. And Charles Deloney has been removed as direclor of security and tempurarily reassigned to the facilities office. pending a hearing.

The Mayor's report charged that the officials had "exercised little initiative" in enforcing colwarmly received by community leeders, who support his plans to increase engrollment and boister the curriculum. University employes sold cocaine, fixed grades

HOULUER, COLO. - ATRIAN Payun, a former program specialst in the registrar's office at the University of Colorado, has pleaded guilty to selling cocains on the campus and to falsifying tudent's grade-point average i return for money.

Mr. Payan was sentenced four years of probation and or dered to complete 150 hours of community service. He must also petral histor pay \$2,000 in fines and spend 30 ys in house detention.

Mr. Payan, who was fixed by iversity last summer after working there 12 years, sold co-caine on two occasions to a police: nformant on the campus.

Graduate etudente

sit in at Yale U. library

iste studenta held a two-hour s n at Yale University's main library to protest reduced fioni orced by budget cuts.

According to Yale officials, the ampus has reduced operating hours at 7 of its 25 libraries by about 6 per cent, or 17 hours week Hours in the Sterling M monul Library, where the prote was held, were not affected.

by the Graduate Employees an tudents Organization, repu ing about 1.500 students. The group also is ungry because Yale has refused to recognize it as a burguining body with union sta-

Yale officials say they have been working to deal with the group's concerns.

But the gradunte-student orga strike this week, during which graduate students would not at tend classes or conduct unde graduate discussion sessions. The praduate-student group may als strike with members of the union that represents 3,500 Yale service workers. The union plons a walk out if a settlement is not reached by next week.

Corrections

A atory on electronic-infur-American Center for the Study of Distance Education (The Chron cle, January 22) misidentified the editor of *The America*n *Jon* Distance Education. He is Michuel G. Moore.

Because of incorrect information supplied by the College Board, a table listing unition and fees gave incorrect figures for Houston Baptist University (The Chronicle, October 23, 19911. Toition was \$4,750 in 1990-91 and is ■ \$5,580 in 1991-92.

Card marks centennial

at U. of Chicago



wrage-Cobb Hall, the first

biling constructed at the Uniwaity of Chicago, is pictured in u reation card nerlissed by the U.S. Postal rice. The card, which costs 19

cents, honors the university's centennial, which the cumpus began celebrating last October. As ourt of the centennial, the university is plunning several concerts, museum exhibits, and neademic

The postal card was released to customers last month after a spe-cial dedication ceremony at the university.
The Postal Service has issued

12 million of the cards featuring Colds Hall which was construct ed in 1891 and is now used as a

vution aeries.

general classroom building. Pictures of university huildings often appear on stamps and postal curds us part of the Postal Serv ice's continuing historic-preser-



housands mourn 2 swimmers killed in crash

were injured.

MUTH BEND, IND. -- THOUunds of students and faculty solers nacked Sacred Hear hechtabovel un the University d Note Dame campus here to men two freshman members of t women's awim team who

ne biled in a bus crash. The bas bringing the 32-mem-ler team back from a meet skidtelal an interstate highwoy in a orate investig

Following the accident, Notre Dame canceled all addetic events for two days. The women's swin team resumed its schedule last week with only eight members able to participate. State police and the National Transportation Sufety Board are conducting seporate investigations into the caus

students were killed and 34 people



l of Florida replaces locks after theft

dials at the University of Flori-haplaced thousands of locks ad (obove) issued new keys to desired living to nine dormitories they also the committee of the c ter a burglar stole a sel of muster ys hest month.

The university spent \$20,000 to tinge the locko on 2,200 rooms. The burglar, who has not been apparently stole apartments.

CAMESVILLE, FLA.-Housing | the keys over a weekend when university offices were closed. The master keys were stolen from an unlocked desk drower, said Joseph Kays, a university spokes

nun. Security has been o sensitive insue at the university since August 1990, when five students were murdered in their off-campus

PORTRAIT

Psychologist on the Front Lines Against Abortion



clinics where abortions are pa

formed. National Right to Life, she

or members to participate in such

Mrs. Franz was particularly busy

inst month because her group had

planned a host of events to com-

memorate the 19th anniversary of

the Supreme Court's decision in

Roe v. Wade. In that ruling, the

Court held that state lows restrict-

ing abortion were on unconstitu-

tional invasion of a womon's right

"Its a very exelting time now,"

soys Mrs. Franz. "The potential for

tuming Roe around—which is our goal—is definitely there."

Only a month into her presiden

cy, Mrs. Franz came under fire af-

ler o campus journal published a pa-

per she wrote with a colleague on

the effects of abortion on adoles-cents and on adults. Several West Virginia politiciana who support a

woman's right to on abortion criti-elzed Mrs. Franz for misrepresent-

ing data to support her position that

ossertiog that her detractors we

People draw the unwarranted

conclusion that I would do biased

research simply because I'm in-volved with Right to Life," Mrs.

Franz saya. "In fact, I take extra

pains in my work with regard to

onything associated with external

icol health risk to women.

tion on women.

tion poses a serious psycholog-

decision.

Anniversary of Roe v. Wade

Wenda Franz: "People who ere right-to-life in the academic eavironment get a lot of pressure or even scorn."

By DEBRA E. BLUM

WASHINGTON the campus of West Virginia Uni-versity, she usually takes off the pin that she wears when she is here or says, does not allow its employ traveling around the country to

Speak out against abortion.

The pin, which has a picture of o rose and the word "Life" written in speak out against abortion. script, is a symbol of the onti-abortion movement, which Mrs. Franz has spearheaded since she became president last summer of the Na lional Right to Life Committee, the nution's largest anti-abortion

As an academic who is a prominont activist on a divisive issue, she says she tries to separate her private interests from her teaching and to privacy.

Also last month, the Court

cholarship.
But she adds: "You can't totolly separate yourself from your work." agreed to hear a case on Pennsylvania's abortion law—a case that could lead to overturning the Roe Mrs. Franz, a tenured professor of developmental psychology, teaches courses on human develop and has done research on the psychological effects of abortion on women. "I won't teach anything that is inconsistent with my be liefs," she sayo. "But on the other hand, I'm not going to be an advocate of one side of the lastic in the

20-Year Involvement Being an anti-obortion advocate,

she soys, would probably make ady acodemie "politically incorrect" "People who are right-to-life in the academic environment get a lot of pressure or even scom," Mrs. Pronz soys. "But I try not to let that stop me when it comes to my per-

Indeed, Mrs. Franz has been involved in the right-to-life movement for more than 20 years, and had been vice-president of the National Right to Life Committee for seven years before becoming its nresident.

As president of the group, which has 50 state affiliates and 3,000 tocal chapters, Mrs. Franz attends renees, political gatherings, and railies, and appears on

validity because I know I'm held to relevision and radio talk shows. a higher standard." She says she has never joined abor-tion foes whose protests have in-Mrs. Franz says the criticiam and cluded blockading the entrances to

distrust she has faced in her neodemic career have made other scholars who take a strong stand on abortion rejuctant to do resenreh or the subject. Sadly, she says, that relactance has left the acodemic community with too few comprehensive studies on abortion and its effects on women and on society.

Beverly Hummel-Azzaro, director of West Virginia's family-resource division, where Mrs. Franz is a faculty member, snys she is confident that Mrs. Franz is able to separate her personal opinions from her teaching and research. But, she ndds, the appearance of a conflict of interest lends some peonie on and off the campus to question Mrs. Fronz's motivation.

'A Compelling Argument'

Material in Mrs. Franz's childdevelopment courses, for example, begins with conception—the point at which Mrs. Franz believes life

"I myself would propose that life begins at birth and not conception, and, of course, opinions vary,

Mrs. Franz had also been accused of distorting data when she testified at a 1989 Congressional hearing about the effects of abor-In both instances, Mrs. Franz defended hor work and her findings, biased against her because of her personal beliefs.

Ms. Hummel-Azzaro says. "But in this context of human development it's o.k. to talk about conception as the beginning of the development of a fetus. She is not imposing her views on her students by covering that kind of material." Mrs. Franz's views about abortion are, she says, shaped by sei-

ence and rooted in the theories of human development that she has studied in her academic career. As an academic, she feels she is an appropriate opokeowoman for a movement that she says la too ofter unfairly characterized as being full of religious fanatics and other peo-

ple on the fringes.
"Our opponente will try to say it's purely an emotional or religious Isaue for us, but that misaes the point that you eao make a compelling into position," says Mrs. Franz. "I am an academic, and I am on academic when it comes to abortion, too."

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2,200 nationwide, that received these highest marks.

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		C

Fifty years after they first govered a survey on their political attitudes, the Bennington women" are still

inteed, compared with similar special of their generation, those sheatended Bennington College in the 1930's and 40's remain more herd in their political attitudes, ent hold them more intensely dispute having been raised in policially conservative families.

That's the conclusion of analyses by Duane F. Alwin, a professor of ogy at the University of Michigan, Ronald L. Cohen, n Bearington College; and the late Tacadore M. Newcomb, a social desic study. They studied data somen in the 1930's and 40's, 1959, and 1984, and compared them with data from a national survey of voters that was conducted in 1984.

The results of the research will appear in a book, Political Attitude: Over the Life Span, which will be published in March by the University

The Bennington research is one of more than 200 long-term tudies that are described in the the Social Sciences, a new reference work compiled and polished by the Henry A. Murray Research Center of Radelitte College. The center holds data on Botthe studies, including those from Mary Ainswurth's research or low children and mothers bound which is often cited in debates over

As if Friday the 13th weren't enigh to worry about, now a stearcher has singled out Stardays, too. Eban Goodstein, an assistant

professor of economics at Skidmure College, reports that major oil spills are more likely to occur on a iday than on any other day of

Mr. Goodstein compiled u imprehensive list of major oil pills—those involving at least 10,000 gallons—that uccurred from 1502 to 1990. Of 116 spills that resulted from navigating mistakes, 27 occurred on Saturday, more than the 16 or 17 that would be expected by share.

/ chance. Mr. Goodstein ruled out an ise in tanker traffic on rday, but could not rule out fiter, namely, reduced numbers f norkers in harbors on weel thol abuse; or even a lax reckend psychalogy

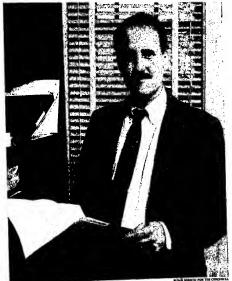
ing bis data at the meeting of the America mie Association, Mr. sible for Saturday ils face higher insurance rates or authorities impose taxes on kers that enter or leave ports on services exceeds its exports.

"One of the most controversial econom-Continued on Following Page

Scholarship

Studies Linking Homosexuality to Genes Draw Criticism From Researchers

The conclusions are unfounded and politically dangerous, some say



Binds operation that the second component to sexuality:

J. Michael Balley co-directed a study that suggests a genetic component to sexuality: "I'm e bit dismeyed by some of the critical reaction in the gay community that I get."

By DAVID L. WHEELER

Widely reported research that appears to show a biological hasis for homosexuality is facing sharp criticism from researchers in many disciplines, who say the theories are unfounded and politically danger

Two studies published in the last six manths, unc of the twin brothers of guy men and the uther of the brains of gay men. have rekindled a century-old debute about what causes homosexuality. This time, though, the debate has a different twist.

Those who now advocate a biological basis for homosexuality are not psychiatrists seeking to "eure" homosexunlity but are often guy themselves. They believe the view that homose xuality is inborn will further the cause of gay rights by nileviating

'People Feel Reassured'

"Mony uninformed people think the world is turning queer, "says Frederick L. Whitam, e professor of sociology at Arizonn State University who hus studied homosexuality and the attitudes toward it. "They've seen Donahue. They've seen Winfrey. They've seen all these homosexuals and transvestites on television.

"People feel reassured that the world is not turning homosexual when they heur that homosexuality is biologically deter-

Richard C. Pillard, a professor of psychiatry at Boston University's medical school, and J. Michael Bailey, nn assistant professor of psychology at Northwestern University, who reported in the December issue of the Archives of General Psychiatry Cantinued on Following Page

U.S. Vastly Overstates Deficit in World Trade, Researchers Charge

By CHRIS RAYMOND

Because they do not take into account profound changes in the global economy. official government figures overstate the U.S. trade deficit-perhaps by more than twice the actual amount, a panel of economists and statisticians has concluded.

In a report, "Behind the Numbers: U.S. Trade in the World Econumy," the panel says that its finding calls into questian America's repurted lack of competitive ness in the world ecunumy. The panel conducted its study for the National Research Council, the research arm of the National Academy of Sciences, and released its report at a press cunference here last week.

According to the report, in 1987, the most recent year fur which complete data are available, the actual trade deficit was \$64-billion, not the \$148-billion recorded under current government accounting procedures. The trade deficit is the emount by which America's imports of goods and



Robert E. Beldwin of the U. of Wisconsin at Medison: "The trade deficit alone does not show who is getting the jobs, at the profits, or other things we need to know.

Economists Contend U.S. Trade Deficit Is Half as Big as Government Says

Continued From Preceding Page ic issues of all is the trade deficit." said the panel's chairman, Robert E. Baldwin, a professor of econamics at the University of Wis-

He added that "given the extraardinary changes that have occurred in the warld econamy, we think using the trade balance as the main meusuring stick for U.S. trade performance has become

'Emerging Economic Order'

In fact, he said, the panel's research led it to conclude that America may be competing more vigorously in the world economy than current statisties suggest.

Under the accounting procedures now in use, economists in the statistical agencies of the Commerce Department determine the trade balance by measuring the flaw af goods and services across national borders. When the reseurch council's panel first convened, it intended simply to assess the uccuracy of those measures, re sponding in part to no effort by Michael J. Boskin, head of the Presideat's Council of Feonomic Advisers, to improve the government's

In fact, the committee did uncaver problems with the figures for merchandise trade. For example, audits of gaads being aent overseas from U.S. airports found that their

Magazinea that carry a lot of

eigarette advertising are less likely than others to publish

articles about the hazarda of

smoking, researchers say. Kenneth E. Warner, a profes

sor of public health policy and ad-

ministration at the University of

The difference in coverage was

also more striking in the 1970's

and 80's, the researchers said. (A

ban on broadcast advertising of

able to rule out other eircum-

stances, such as whether or not a

magazine typically covered

health issues, that might influ-

ence whether or not a magazine published articles about smoking.

7 per cent. Goods leaving the cauntry receive less scrutiny than da imparts, and exporters often shave easts and duties at the destination country, the report says.

Beyond the inaccuracies, the cammittee found that the trade statistics also did not reflect the nature of what the council's study di- The framework would cutegorize rectar, Anne Y. Kester, called "an transactions by the nationality of a emerging international economic order," Ms. Kester is an leave from the Gavernment Accounting Office ta direct the study.

Far example, the statistics pro-

vide little informatian about trans-

"We think using the trade balance as the

main measuring stick

for U.S. trade

performance has

become misleading."

actions between companies and their fareign subsidiaries, which have increased over the past 10 yeurs. Lacking data an such flaws
of enpital, palicy makers cannot assess the impact on the American economy of foreign direct investment in American campanies, the repart cancludes.

value had been understated by 3 to current system af counting anly ex- ton 20418.

parts and imparts acrass borders makes it difficult to determine the number of American jahs created by fareign campanies in the United States, ar last because an American campany carries out same of its business aversens.

New Framework Suggested

Based an its research, the committee recammends that the govemment develan a supplemental cs's international performance. campany's majarity awners, nut by the cauntry in which the campuny is lacated. Using that new framework, the

report's authors estimate that, in 1987, there were \$1.303-trillian in U.S. purchases from foreign campanies and \$1.239-trillion in U.S. sales to such campanies—a trade deficit of \$64-billion. In eastrast. the standard figures far the 1987 American trade balance compared \$484-billian in imports of goads and services with \$336-billian in exparts—a deficit of \$148-billion.

"It's like evaluating a baseball player salely by his hame-run total; doesn't tell the whole stary, Mr. Baldwin said in referring to the current statisties. "The trude deficit alane daes not show who is notting the jabs, or the profits, ar oth-

bers: U.S. Trade in the World's Econamy," is available far \$29.95, plus \$3 far shipping, from the Nalianal Academy Press, 2101 Con-In addition, the report says, the stitutian Avenue, N.W., Washing-

Studies Tying Homosexuality to Genes Draw Criticism From Researchers

who has writtes a review

subject, "it is inconclusiv

like trying to add up s hus

has become so maddled a

senrch in the debate overlog

Debate 'About the Body Po

ORV." SRVS Anne Faucto Co.

n professor of medical soir

Brown University, "but about

Those on the political le

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theories of hamosexuality for

gender roles are fixed For

political right, advocates to

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who likes to use druss ted

someone else how to use its

Very often that teacher and

Feminist biologists and p

others believe that trying to pit

responsibility for homosen

on genes is similar to saying

women are born to nurbee

Paul Cameron, a private on

moting the conservative

bady politic."

"This is not a debate about

nality that the controv

the realm of science.

Other entics say that she

ros sa you ean get one."

Continued From Preceding Page of that evidence," says Br. 8 that their study of twins suggested a genetic component to sexuality, fallowed their report with an op-ed article in The New York Times. "Science is rapidly converging on the conclusion that sexual orientution is innate," the researchers wrote. Dr. Pillard says he is gay and Mr. Bailey says he is beternsexual but is a strong gay-rights od-

vacute.

A hiological explanation of homosexuality, wrote the researchers, was good news for homosexuals because it would disprove hamaphobic chrims that homosexusis can recruit heterosexuals and cause homasexunlity to sorend.

The two researchers found in their study that 52 per cent of the identical twins of homosexual men were also homosexual, compared with only 22 per cent of fraternid twins and II per cent of adopted brothers. The study's results, they say, strongly suggest that homosexuality has a genetic component.

'It is Inconclusive'

That study and others like it do nat support such a conclusion, say critics of the genetic theory.

William Byne, a resident in psychlutry at Columbia University's Callege of Physicians and Surgeans, suys advocates of biologically deterministic theories for homosexuality often cite "a large bndy of circumstantial evidence." "But if you look ut my one piece

peting more and more of a hostile gadion." says John P. De Ceceo, appolessor of psychology and huon sexuality at Sup Francisco State University and the editor of e Journal of Homosexnolity.

Responds Dr. Pilland, one of the where af the study of twins: Finding a genetic influence for uality doesn't mean we're Lomed to do certain things. Men cat still raise kids and women can

lead corporations." Mr. De Cecco, who is phonoing a double issue of the homosexuality jumal in which the "determinbis" and their critics will buttle it on, says that asserting a genetic influence for humosexuality will

not protect gay rights.
"The skinheads who heat up gay men and lesbians in San Francisc ould care less if it's genetic." Mr. De Cecco says.

Critics like Mr. De Cecco also point out the often dark history of biological determinism. John O'Emilio, an ussociate professor of history at the University of North

"People feel reassured

that the world is not

tuming homosexual

when they hear that homosexuality is

biologically determined."

Cambina at Greensboro word a his

toian of sexuality, says that Germa homosexuals seeking their premment's acceptance in the 1930's advocated biological explatalians of their sexual orientations But those explanations turned gainst homosexunts when the Na is rose to nower and sought to eliminate those they viewed as congenitally defective.

Studies Focus on Men

Today, Mr. D'Emilio says, bio logical explanations for sexual references are again coming from homosexuals becunse "gay identily is presented as so powerful and so central that it must have been

Mr. D'Emilio and others say that he experience of male and female sexuals may differ. thos studies of the biology of homose vus have concentrated on men, al though some researchers are exleading their studies to homosextol women.)

"Virtually every self-identified (4) man I've ever met has liceti caviaced that his sexuality is hological given," Lindsy Vun Gelder, a contributing editor to Mr. magazine, wrote hast June but lesbians are a mixed bag."

Critics of biological theories say of numerous attempts at "curing sexuality have all been based on infounded theories of its enuse. Inti 1974, Mr. De Ceccu says. Rast German scientists tried tu thange the sexual preferences of bomosexuals with brain surgery. Other biological thenries, h

ays, might encourage parents and med doctors to try to detect ruality in utero or to con-

component for homosexuality are taken aback by such responses to their conclusions. "I'm a little bit dismayed by

some of the critical reaction in the gay community that I get," says Mr. Bailey, the co-author of the twins study.

Some homosexual men and women, Mr. Bailey says, "are wringing their lands about abuses to those of Mr. Bailey and Dr. Pilthat could happen years from lard. now" instead of lighting the political enemies they adready have. The controversy is not likely to

abate, with more research on the way. Dean Hamer, chief of the sec-

al nite children. "As women the rights in society and some content of the rights in society and some content of the rights in society and some content of the rights of th study so compelling that he is starting an actual search for the gene or eries that may cause homosexual-

'Very Early in Life'

says a twins study that he recently concluded but has not yet published came up with results similar

Studies that Mr. Whitam has alrendy published examine hamosexuality in Brazil, Guatemala, Indonesia, Peru, the Philippines, and genetics of homosexuality on the Thailand, Those studies, Mr. Whitam says, support the idea that

some sex-role heliavior and sexual - he massive in these theories," says orientation are biologically deter- Columbia's Dr. Bynes. "Sexual mined. Mr. Whitam says he be-preference is thrust upon him by lieres that homosexuality is found the environment or his genetic conin all societies and that male homo-stitution. I'd like to see a little sexuality occurs at the same low more emphasis on the interaction rate-about 4 per cent-in many of individuals and the environ-

"These behaviors are occurring societies regardless of whether

look at all of the attempts at exfound them wanting.

Mr. D'Emilio says genetic theo-At Arizona State, Mr. Whitain
At Arizona State, Mr. Whitain dons amount of evidence in history they are tolerant or intolerant soci- and cross-cultural studies to sugetics. You have to stretch a long gest that human sexual behavior way to explain how people in all and desire are enormously malleasocieties could learn these same ble, not just from culture to culture or from time period to time period. Others say they have taken a but in an individual's life," he says. "I'm not willing to say that there plaining sexual preferences and isn't a hiological component, but there's too much else we haven't

RESEARCH NOTES

■ Ads linked to publications' coverage of cigarette hazards

2 astronomers obtain first direct evidence of aging in a star

■ Anti-discrimination laws found key to rise in wages for blacks

Michigan, and colleagues there performed a statistical analysis of that magazinea carrying large 99 U.S. magazines published amounts of cigarette advertising aver two periods-from 1959 to are reluctant to cover the dangers 1969 and from 1973 to 1986. In the af amaking. But they say that lanuary 30 issue of The New Engtheir malysis provides strong evilund Journal of Medicine, the redence for that hypothesis, and searchers report that magazines that any alternative explanations that did not carry eigarette adverare nat supported by their data.

lising were more than 40 per cent "The implications far the inmore likely to publish articles on tegrity of jaurnalism are abvithe hazards of smoking than ous," they write, "If the media those with such advertisements. bombard the public with frighten-The difference in coverage was ing stories about health risks, ranging from toxic dumps to the even stronger when the researchers examined magazines aimed use of Alar on apples, and fail to accord smoking its proper posichiefly of women. Such magazines without eigarette advertistion in the constellation of risks. ing were 2.3 times as likely to the public will confuse the Imporcover the risks of smoking as lant with the trivial."

Two astronomers say they have obtained the first direct eigarettes went into effect in

-DAVIO L. WHEELER

The researchers say they were aupemovae and variable stars, times as bright as the sun.

shaw that the sun has not changed its brightness by mare than I per cent in the past several hundred millian years.

But in the January 30 issue at Nature, Mart J. H. de Groot of the Armngh Observatory in Northern Ireland and Henny J: G. L. M. Lamers of the Astronomical Institute in Utrecht, the Notherlands, report evidence of rapid evolution in a giant star knowii as P Cygni.

By analyzing records of the orightness of the star since the beginning af the 18th century, the two astronomers determined that P. Cygni had steadily increased its apparent luminosity by an average of 6 per cent each century

In an editorial in the same issue of the journal, Achim Weiss, an have obtained the first direct, astronomical the Max Planck inevidence of gaing in a star. Siliute for Astronysise in Garnel.

Modern astronomical have, logic formany, writes that a
been unable to observe major. Cyani, which can be seen with the
changes in the evolution of individual stars, with the exception of the observed of the search of the observed of th

The state of the s

Insts only several hundred years." This trunsition, he writes, has tuken the stur from the that the gains in earnings at "mnin-sequence stage," in which blacks from the late 1960's to the sisrs spend most of their lives, to early 70's occurred for the set

a red supergiant. The two astronomers say that the rate of evolution of the star, black workers. Those include calculated from the changes in its migration to the North and in brightness, is ahout twice as first provements in the amount as theoretical models predict. quality of education for blacks. However, they say the difference may be due to uncertainties about the star's mass or to inaccurate assumptions in formulating the to the North had slowed to

Federal anti-diagrimination laws, rather than economic changea, played the largest from desegregation could be role in improving the econom-1968 to 1975, conclude two began to be fully applied in the ic atanding of blacks from scholars in the current tDecember) issue of the Journal of Ecunomic Literature.

John H. Donohue, Jr., and mantle Southern segregation aupermovae and viriable stars. Untel sydnight as the sun, because of the long time seales. He did is, that the two autrono workers and in the wages paid to more—over which most stellar color of the light emanaling from into are the best way to explain proper exercise to the best way to explain into a color of the light emanaling to those with high-school educations are the best way to explain into a community appointment of the community appointme James Heckman argue that in-creases in the demand for black tions provided those South The researchers say their sia chonges take piece. Fossil in: Corgol that the six is in a listical analysis cannot prove cords on Earth, for example, phase of rapid transition, which of six is in a listical analysis cannot prove cords on Earth, for example, phase of rapid transition, which of six is in a listical analysis cannot prove cords on Earth, for example, phase of rapid transition, which of six is in the literature of community appearance of the cords of the cor

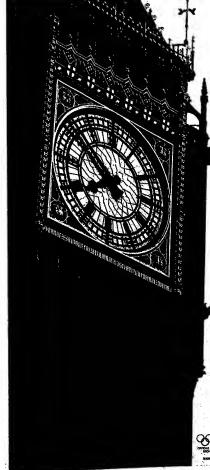
What prompted the changes demand and wages was the per sure supplied by federal anish crimination efforts, the schola Mr. Donohue, a professor

Northwestera University's by school, and Mr. Heckman, 190 fessor of economics at the versity of Chleago, note to some economists have again reasons as did earlier cox changes in the characterist

mun disagree with that argum First, they say, blacks' migration models. —KIM A. M. DUNALD Trickle by 1965 and could no lot er account for the general is crease in wages of black Anticans. Second, any benefits ter schooling for blacks areas have shown up in the cash 198tt's, they say, since st tth only in the early 1970's.

Mr. Donohue and Mr. Hed

The authors argue that the government's intensive effort to do



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mins, by Start L. Pimm (University (Cisus) Press; 434 pages; 562 hurd-2, 2569 paperback). Argues that e-got have failed to address some of the control of starts. In minute.

NEW SCHOLARLY BOOKS

Compited by NINA C. AYOUB The following list has been compiled from information provided by the publishers. Most of the books are scheduled for release this month, but publication datesas well as prices and numbers of pages-are supetimes approximate and are subject to change without notice. Some publisher

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versity of California Press; 224 pages; 530. Describes a concept of sucial hierar-chy that defines both personhead and su-cial rank in a small New Zealand familiar community; includes crantstrative data in definition of wealth and respecialli-ity in a California setting.

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feasiling us a ments of placating ancesturs and promoting good lack for farmers. Mark in a Reddeve? Heacobold and Fom-lly in Formendors, by Joan Restand-Comps Ben Publishers, distributed by St. Martin's Press; 231 pages; 542,503. Focuses on Kinship in a study of one of Spain's Release Islands.

ART AND ARCHITECTURE

han and ancommentation in the Maghatal Gaze: Manifeel Ceeling (ea. 1880-1869), by Albert Guine (ISmithsonian Institution Press; 200 pages; 534,48). Links sowts by Albert Hierardal. Thomas Cole, and other American pointers to the positional and social function of the evaposition of the Colembia and social function of the evaposition of the Colembia (Colembia and Social Function of Colembia).

CLASSICAL STUDIES

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tion of Consumer Culture, by Armand Mattelart, translated by Michael Plantan (Routledge: 208 pages; 549-95). Topic s me-clude advertising companies' diversifica-tion into such areas us public relations.

than into such areas as public relations and television production.

The ideological Octopes, by Justin I ewis Routledge: 232 pages; 545 handeover, 514.95 paperlack1. A study of the cultur-ul influence of television.

ECONOMICS

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19th-centary American inventor and in-dustrialist.

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School, State, and Society: The Oroseth of Elementary Ochooling in Minoteenth-Coeitry France—A Quentilative Analysis, by Raymond Grew and Pariek J. Harrisan (University of Michien Press; 330 pages; 339,50). Draw on statistical data gathered since the 1830's.

HISTORY OF SCIENCE

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1846. by Sandra Schneckel University of Sandra Schneckel University of Sandra Schneckel University of Sandra Schneckel University of Sandra San ly available archived material in a history of the Utilish eugenies movement. Physios and Politics in Ravolutionary Rudde, by Paul Josephson University of California Press; 442 pages; 539,951. Focuses on Leningrad in a study of the impact of scientific, cultural, and political revolution on the work and professional aspirations of Russian physicists.

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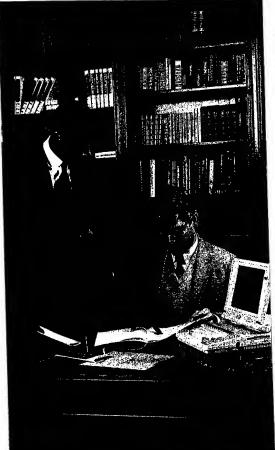
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Images of English: A Celtural History of the Language, by Richard W. Onitev (University of Michigan Press; 344 pages; 257,95). Traces changes in Finish-speakers' utritudes toward their lunguage.

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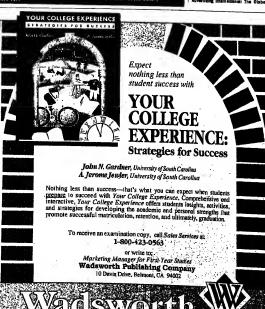




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FELLOWSHIPS, PRIZES

American Philosophical Society Library

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POLITICAL SCIENCE
Integre and Arms Control Personalisms of his Sporte Gross in the Reagen Administration, by Kellin I. Sainhate Understay of Michigan Press; 200 marcs; 237,000.

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1Bers Publishen, distributed by St. Mar-lin's Pers., 182 pager; 535; Examines Part pacies of the Common Part social policy and the concept of "inde-pendent policy and the concept of "inde-signation of the common part of the Strengto Delences in the s.1097c. of colors for Delioyment, by Ivo H, Dasider; St. Martin's Prevs, 174 pages; 180-96; St. Devolory strategic, economic, and technical criteria for evaluating the value of the de-ployment of trategie missile defense syr-lems.

PRYCHOLOGY

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Managam from the Messeahusetts Wel-fare, Training, and Employment Pra-gram, by Robert D. Deim (Harvand Uni-versity Press: 272 pages: \$29,95). Uses the Messachurette experience to identify factors that contribute to manageriol suc-cess in the political environment of gov-

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EDOLAL WORK

Child Wellam: An Atricentric Persosolive.

edited by Joyce E. Everett, Sandra S. Chipungu, and Bugart R. Leushore Ruigers Intiversity Press; 325 pages; 340 hardcover, 315 pagetosch), Include original ex-ays that diseases the transformation of child-welfare policy and practice for black children.

Public Gidar end Private Livea: A Critique of Cosearvative Gamieelogy, by Michael Brake and Chris Hale Routledge: 208 puger; 567.50 hondcover, 517.59 poper-back. A study of the ideology and poli-tics of criminal-jurice pelicies in contem-porary Britain.

THEATER

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THAMER
Modern Drame and line Rhestoric of Thestate, by W. S. Worthen (University of
Califernia Precy; 260 pages; 339]. Explores the relation between modern drama and the specturor, and identifies thestate, ""poetie," and "pollikfal" theaterite, ""poetie," and "pollikfal" theaterite, ""poetie," and "pollikfal" theaterite, "motive," and "pollikfal" theaterite, "motive," and "pollikfal" theaterite, "statistical minimal institution Press; 631
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plan services claim it. But few can prove it. Fidelity's assets have grown from \$14.9 billion in 1981 to more than \$140 billion* today.

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To find out more about Fidelity's first class performance and how it can help you, contact our Retirement Services Group at 1-800-343-0860.



*As of December 31, 1991. For more complete information about Pidelity mutual funds, including fees and expen-ses, call for free prospectuses. Read them currielly before you invest or send morney.

Meet "a group of people who want to make a revolution in Hollywood," reads the advertisement for a seminar on the perils of contemporary popular culture.

For one week in March, Hillsdnie College will bring together activists. critics, film producers, and Hollywood executives to discuss what's gone wrong with film. television, and popular music. "We don't see popular culture reflecting the heartland values, the ideals of family, church, and local community which were once the bedrock of the American experience," says Lissa Roche, director of seminars for the college. She said the "Culture Wars" program, which is nown to the program, which is then to the public, would not be outright pop-culture bashing, but would include reports from media executives trying to offer name positive portrayals of

popular culture. Speakers will include the film critic Michael Medved and the humorist P. J. O'Rourke. Also speaking will be Gary Bauer, president of the Family Research Council, and Tim Penland, a producer of films with Christian

Hillsilale sponsors several lecture series a year with conservative issues. Students can receive course credit for attending the lectures and subsequent discussion groups. For more information, contact Ms. Roche at (517) 439-1524.

Colleges with successful faculty-development programs will be eligible to compete in a new award program aponsored by higher education's largest pension companies

Beginning in 1993, the Teachers Insurance and Annulty Association and the College Retirement Equities Fund will give the "Hesburgh Award" to an institution that has been judged to have an effective faculty-development program for improving undergraduate teaching. The r will receive \$25,000.

The award is named for the Rev. Theodore M. Hesburgh, president emeritus of the University of Notre Dame and a former TIAA-CREF trustce. Clifton R. Wharton, Jr. chairman and ehief executive officer of TIAA-CREF, annuunced the award at the American Council on Education's annual meeting last month. He said he hoped the award would draw attention to faculty development and "provide proven concepts for inspiration and replication." The first award will be presented at next year's ACE meeting.
"We believe our participants

understand us tu be much more than just a provider of retirement plans

and insurance," Mr. Wharton said.
Two-year and four-year public and private institutions are eligible. Institutions can nominate themselves or be recommended by others. A panel will evaluate the

Personal & Professional

Scientists Find That Moving a Laboratory May Be as Expensive as It Is Tricky

Many researchers relocate at least once in their careers; it's a 'pain,' says one

By DEBRA E. BLUM When Josef Michl moved his chemistry laboratory last year from one university to another, he had to make sure that \$3,000 handmade quartz bottles that store liquid gases were packed as delicately as eggshells for the trip, that the organic chemicals synthesized by his research team were transported at the proper temperature, and that his 14-foot-tall spectrometer would fit into his new lab space.

"I can look back at all the storics of the move now with humor, but I can still say in four words what moving is like," says Mr. Michl. "It is a pain."

In 1986 he moved his laboratory from the University of Utah to the University of Texas at Austin, and last year he moved again to the University of Colorado at

An Array of Difficulties

Mr. Michl and other research scientists say they face an array of difficulties and details when they leave one university for another, bringing much of their research effort along with them. But because universities are constantly snapping up facully members from each other, and because some universities make them offers they can't refuse, it isn't unusual for scientists to make at least one move during their ucndemic eareers.

Installing seientists can be extremely expensive. So-called slart-up packages offered to new scientists as well as to scnior scholars moving to a new institution usually include money to buy equipment, renovate laboratories, and begin rescarch. After the university's initial layout, however, professors are expected to support their own research with grant money.

Professors who move from one campus to another usually take with them a variety of piecea of sensitive scientific equipment, samples from experiments, computers,



Josef Michi, shown in his chamistry leboratory at the U. of Coloredo, transported some research samples from Texas in picnie boxas filled with dry ics.

Administrators' Median Salaries Up 2.6%, Trailing Inflation

Continued From Page Al

tions fared the best; their median salaries roae 3 per cent. Median salaries of administrators at doctoral institutions increased 2.3 per cent; at comprehensive colleges, 1.6 per cent.

The association's survey, which has been eonducted annually since 1977-78, tracks median salanes for 167 administrative positions. The percentages it reports are the average increases in the medianor the middle value—in a group of salaries.

Increases Depend on the Job

The increase that administrators reecived in their paychecks often depended on the type of job they held. Median salaries for administrators in academic and externel-affairs positions increased by just over 3 per cent in 1991-92, while seleries for their counterparts in executive, stu-

dent-services, and other pusts rose 2.2 tu 2.4 per cent.

Median salaries for ailministraturs at all institutions in 1991-92 ranged from \$21,889 for admissions counselors to \$173,287 for deans of medical schools. (Last year's survey put the median salaries for those two itions at \$21,523 and \$160,172, respec-

In this year's survey, a seventh adminis-

"I don't see any encouraging indicators that the situation is going to improve in the coming year. If I had a crystal ball, I would anticipate that

increases will be even lower."

trative category was added to the first pusitions with median salaries over \$18 OIXI. The newcomer was the chief half professions officer, the senior adminis tor responsible for an institution's last tals, clinics, and health-related days programs. The juh had a median sales all institutions of \$105,000 this year, on pared with \$89,444 in 1990-91.

Six Categories Above \$100,000

Six uther administrative categorists ready had median salaries in excess of SIIN) (NN). They are the deans of medica law, dentistry, public health, and ves nary science, and the admini hospital medical centers.

While the saluries of a few top idea trutive juhy rose significantly, such as chief health-professions officer, most

FACT FILE: Median	Salaries of College and University Administrators, 1991-92
•	

PAGE TILLET MARKET	All Institutions		Osmpre-	Bapen-			atole, 1991-92	AN'		Comerc	Bace -		-
Executive		S150.000	\$110.680	1	2-year		Administrative, continued	All Institutions	Destoral	Compre- hensive	Bacca- Ipureato	2-year	1
Chief executive of a system	62.675	76.392	+110,000	+0v,d81	\$89,889 50,170		Oirector, edministrative computer center Associate director, administrative	\$47.230	\$67,830	\$49.500	\$38,580	\$43,457	
of a system Chief executive of a single institution	95,500	133,775	101,308	93,500	80.400		computer center	41,861 49,410	58,200 72,553	43,500 53,840	29.000 41,292	37,172 41,740	Ì
Assistent to chief executive of a single institution	40,723 75,743	62,400 115,000	51,306 75,000	40,000 83.097	40,954 88,537		Associate director, physical plant	41,252	56,004	42,024	32.010	34,800	
	All		Compre-				Meneger, landscape and grounds	31,723	38,690	30.944	25,800	27,162	
Academic Chief scademic officer		Doctorel \$113.300	\$84,500	Bases- Isureste \$65,280	2-year \$61.083		maintenance trades	35,097 37,588	43,254 43,189	34.279 35,544	30.163 30.000	31,483 32,890	-
Chief health-professions officer	105,000 47,064	183,811	57.000	39,000	41,322		Meneger, Inchnical Imdes Maneger, custodiel services	30,120	37,380	30,337	24,845	27,290	
Director, Ebrary services	29,165 33,611	35,038 40,035	30.514 33.241	23,250	31,935 33,500		Mensger, power plant	39,460 50,000	44.083 72.200 40.000	36,764 52,378 29,744	37,828 42,500	43,374	
Technical services librerian	33.817	50,645	35,457			. ,	Managar, payroli	30,531 41,508	53,450	41.400	24.000 32,240	28,616 35,244 28,532	
Public-services librarian	36,000 31,328	50,236 39,950	36,298 31.815	27,800 28,403 27,575	33,451 37,552 34,124		Stoff eccountsm, highest level	30,000 24,228	32,330 24,652	31,082 25,525	25,090 21,325	24,460	
Director, Institutional research	48,980	59,750	50,124	38,485	45,072	1	Burser Associato burser	36,630 30,213	48,420 35,941	36,369 30,384	28,603 19,000	33,232	
research	3B,474	42,603	38,750	27,150	35,185		Oirector, purchasing Associess director, purchasing	38,978 36,000	53,000 44,404	38.780 30.800	30,089 23,600	33,415 27,790	
Director, educational-media services Director, teaming-resources center	35,931 38,742 47,947	50,735 49,074 54,635	37,030 37,736	28,845 30,089	37,131 42,963	: :	Olrector, bookstore	,	47.415	35.338	24 150	26,225	. '
Director, Internetional studies	47,947 47,800	54,635 72,000	47,038 48,850	38,000 38,520	41,000		Associate director, bookstore Director, internal audit	25,750 47,708	33,434 55,148	24.403 41,153	20.290 41,600	27,025 35,010	
Associate director, academic computer center	42,809	54,770	43,308	28,500	_	140	Offector, euxiliary services	51.180	63,090 30,075	50,477 23,500	37.715 17,992	43.068 22,040	
Administrator, grants and contracts	47,874	82,488	45,093	34,109	41,033		Ofrector, compus security		53,529	38,560	29,000	31,858	
Oean, erchitecturo	90,441 90,168	93,300 104,220	70,250			μλ,	Oirector, risk menagement and insurance	51,258	54,727	44,150	_	-	١,
Dean, aris and letters	61,944 72,363	93,672 98,696	69,400 72,900	54,104 58,888	51,330 52,182		Administrator, hospital medical center	136,667	147,224	. Comore-	Siess-	. T.	
Denn, business	71,658 56 127	10B.333 93.350	77,509	54,919 37,008	49,957 47,665		External affairs	Lastifulions S64 000	Doeloral SSO 310	570.284	Sec. 154	2-yeer \$48,298	
Dean, communications	54,471	93,350 80,128 124,674	59,800	43,900	49,490	- 3	Chief development officer Otrector, annual giving	\$64,000 36,130	\$89,310 42,285	\$70,284 35,517	\$60,154 32,822	35.343	
Dean, dentistry		124,674 89,362	70,013	46,880	48,825	. :	Ofrector, corporate and toundation relations Coordinator, resource development	43,343	51,484	42,000 30,000	38,700 28,993	40,090 36,000	å.
Deen, engineering	90,400	109,668 89,100	84,800	Ξ	54,050 55,031	5.	Coordinator, resource development . Oirector, setate planning		37,613 60,000	48,150	41,458	_	-
Dees, extension	65.050 70.784	88,511 89,100	59,227 54,500	40,010 49,908	48,288	100	Chief public-relations officer Oirector, governmental relations	43,048	70,422 87,500	45,820 81,125	36,843	35,600	: 1
Deen, greduote programs Deen, health-rolated professions .	65,000	89,318	71,468	51,909	49,617	180	Chief development and		100.000	72.677	52.198	44,898	. 1
Deen, home economics	82,000 50,992	90,000 93,002	65,000	43,200	52,375		Ovector, siumni alfaira		54,000	38,192	31,048	28,880	: :::
Dean, humanities Dean, instruction Dean, lew	57,854 124,965	129,972	122,000	=	58,820		Oirector, development and slumnt affairs Oirector, special and deferred gifts	45,000	67,930	47,500	42,000	38,953	• •
Dean, library and information sciences	69.607	85,238	04,547	_	52,381		Oirector, special and deferred gifts Oirector, church relations	45,856 35,000	56,175	48,000 32,010	43,059 37,480	=	
Deen, mathematics			54,583	39,015	51,453		Otraclor community services	. 42,761	46,800 48,000	40,291 37,031	35,084	43,104 35,000	i
Dean, medicino	. 173,207 . 61,542	184,250 88,117	01,500	34,867	48,412	٠.	Director, publications		34,409 40,571	29,332 30,885	30.200 24,305 23,900	28 417	-
Doen, nursing	155,000 111,30D	92,711 105,000	67,600	47,273	40,412	111	Manager, printing services Oirector, information office	. 37,745	51,348 42,786	37,836 32,839	29,500 28,355	34,182	· .
Dean, public health	128,250	132,971	68.000	44.750	50.478		Oirector, news bureau	Ait.	autovilla:	Compres	Bricca	0. 1	الروا
Dean, sciences	51.714	91,442	07,571	42,662	52,150	٠,	Student services	\$50,562	SBB.000	\$68.82B	\$52,047	\$55.000	
Dean, social work	. H4,043 48,469	92,4011	66.410	42,100	43,324	. 51	Chief studeni-effsirs officer Deen, studenis	. 48,945	60,211 58,496	50.000	40,000 40,858	51 093	
Dean, undergraduate programs Dean, voterinary medicine	59,500 110,250	84,075	58,240	52,135			Chief edmissions officer	. 32,558	39,665	33,780 22,399	28,584 20,000	38.718 20,500 25,035	12.
Dean, vocational education	54,085	120,021	70,700	-	51,924		Admissions counselor	. 27,420	26,385	27,573	27.720	29,500	9
Administrative	Inglitution	a Doelersi	Gempre- heptive	Baces-	D-year	12	Oirector, admissions and registrar .		67,900 57,170	52,695 45,036	35,550 34,022	44,434 35,755	X
Chief business officer	\$68,500 68,712	\$100.800 95.407	\$79,500 72,604	\$63,523 57,240	\$58,124 60,718	1	Associate registral	. 33,790	41,050 31,855	33,550 27,271	28,502 21,500	33,009 26,143	1.
Chief financial officer	63,258	82,500	65,823	60,359	50,494	13	Oirector, edmissions and financiel st		-	59,438	45,250 34,167	41,858 36,593	4
Director, environmental health and salety Director, telecommunications	45.897 46,735	54.810 55,175	40,000 42,385	30,513	42,097		Oirector, siudeni financial eld Associate director, studeni		54.832	42,573	34,167 24,000	36,593 26,000	()-3
	02.797	83.100	51,114	49.054 45.706	57,587 45,208		financial eld	29,203	38,760 53,476		34,715 25,344	27,007	79
Chief plenning officer Chief budget officer Associate budget director	55,030 43,450	84.760 51.600	51,170 40,399	45.706 38.000	35,831		Associate director, lood services . Oliractor, residence halls	34,042		37,830	26,350	26,143	I.
Chief plenning and budget officer	. 70.200	81.000	59,951	_	_		accorded director student housing		42,065		24,000	_	16
General counsel Slaff altomey	. 73,825 . 55,461	64,798 58,000		_	-	7.	Housing officer, administrative operations Housing officer, residential life	32,320	38,985 34,718	29,963 25,810	22,600 23,734	22,211	
resources officer	. 50,837	55,338		37.785 30.113	44.856 39,488	3 24		33,543	41,03		27,272	_	1
Associate director, personnel .	. 40.222	41 672	30,200		29.54	, : :	Olrector, student union and student ectivities	38,070	50,524 49,450	38,133	29,000 31,297	39,507	1
Managar, benefits Managar, training and devalopment	36,193	37,900	32.488		36,19			33,819	36,360	32,800	23,373		9
Manager Jehor relations .	. 40.803 . 48.662 33.413	49.140) -	26,500	30,63	5	Oliector, student solvities	30,500	38,724 5 49,000	4 32,400 0 39,327	30,286	35,183	10
Manager, employment	33,413				-	- 13	Director, student counseling	42,760					·
Manager, personnet information	36.130				-	- 1;	Associate director, atudeni counsali Olrector, atudeni health	ng 36,893					10
Director, effirmative action and	64 245			44,882	43,05	2	services, physicish	19,611					40
Associate director, affirmativo acti and equal employment	38.016			. –	-	- >	services, nurse	25,02		8 34 10	30.28		. 10
Director, personnel and althomativa		-		32.257	38,81	1	Olerctor ethictics	60,50	0 81,18	0 55,80 0 52,69	0 41,20 3 44,02	0 40,440	2 /
Chief information systems officer	57.87	78.24	5 60.000	45,325	47,32 35,70	8	Men's	40,54	3 50,18	8 38,90	34,01	9 -	,-
Associate director, computer center Date base administrator	45.66 43,70	2 54.74	3 45.987 3 37.798	30,625	40,40	18	Offector, sports information	32,91		4 32,25	0 26.01	0 23.78	
Bystems snatyst highest level	38.89	2 43,17	5 39.156 7 31.02		33,02	4	Chief, annoitment management Director, minority affairs	37,00	0 45,63	8 59,84 8 34,95	6 31.20	0 44,57 0 30,10	0 1.
Programmer analysi, lowest level	32,06	4 36,00	0 31.71	28,895	32,60 27,12	26	5" Director, conferences	36,22	5 46,03	1 33,95	9 30,24	oli lati dia ita o	413/1
	26.83	27.43			gorne rest y	490	of water the parties are vessely to		workings over	Sept. All Si Ameri	SHOULD PROMISE	uti Antielatio	
The lates on peak to a wine in	m to 2 400 min		Section Section	Market Market	Ninta :	150 J	S. Maria William State of State of	tu Pas have	20 Mar. 25	1. 300	425	化液 图像	11.

Relocating a Lab Can Be Painful. Scientists Discover

Continued From Page A14 and piles of books and lab manuals. Many also bring along members of their research team-technicians. postdoctoral researchers, and other assistants

Everything from glass test-tubes to multi-ton cooling towerswhich cool and recirculate water that has been heated during scientific processes-must be relocated without damage. Sometimes hazardous chemicals or live laboratory unimals must be transported.

2,000 Mice in a Van

"There are many differences between moving a laboratory and moving household goods," suys Lou Winters, a sales representative for a Texns moving company called Central Transportation Syslems. "Handling a high-powered, \$100,000 spectrometer for a physics lab is much different from hnndling a dishwasher. For one thing the moving insurance is higher. For another, we have to pack things differently because the instruments are so delicate, and sometimes we have to put them in specially designed trucks."

Mr. Winters's company once transported 2,000 laboratory mice from a Midwestern university to the University of Texas at Austin in a climate-controlled moving

When Mr. Michl moved from



John M. J. Madey saye moving his laser laboratory across the country required the use of 40 18-wheel trucks.

Texas to Colorado, he and his asthe bill for hauling not only the labluboratory is up and running in its sistants packed their cars with picnic boxes filled with dry ice to transport research samples that would have decomposed during the trip if they were not kept at least ns cool as minus 100 degrees

\$10,000 to \$300,000

Moving a laboratory may be as xpensive as it is tricky. The institution to which the sci-

oratory equipment, but also the household goods of the principal investigators and the assistants who come with them. Professional \$10,000 to \$300,000 depending on the size of the laboratory, the kind

of equipment, and the number of people on the research tenm. Professors who move pay their own price in terms of lost research time. Anywhere from one to 18 entist is moving usually picks up

Almost three years passed before John M. J. Madey's new lab. onitory at Duke University began movers say a move can cost from full operation in December after he moved from Stanford University Mr. Mudey began shipping equipment to Duke in 1988. But because the huilding that now houses his mure than 50,000-square-foot Free Electron Laser Laboratory was not ready at the time, much of it months may clapse before a new was stored in warehouses.

It took 40 18-wheel tracks to transport 10,000 pieces of equipment from Mr. Madey's lab, is cluding a 30-foot-tall, 20-foot-wide several-tun enoling tower. Ten members of an Air Force transportution unit helped Mr. Madey kbd instruments, keep records, and instruct the professional movers of how to handle pieces of equipment Hecause the scientist's researchwhich costs about \$3.5-million a year—is primarily paid for by the Department of Defense, member of the militury offered to assist with the move, says Mr. Madey.

Vacnum-Tight Boxes

Some of his lab instruments was packed in shock-absorbing plants and specially built crates. Some equipment needed to be scaled a vacnum-tight boxes to prevent on dution or exposure to humidity during the move.

"I nversaw an operation that was massive, complicated and very delicate," Mr. Madey says.

Leroy Hood, a biology profes who plans to move 20 people and laboratory equipment valued at al-most \$5-million from the California Institute of Technology to the University of Washington this summer, says the key to his move in lahoratory is prepared for his team's arrival.

"Packing and moving 1,100 miles should be pretty straightforword," he says. "It's setting apon the other end that has me worried.

Assuring that the work beaches, electrical untlets, and refrigeration units are in the right place is impor-

pat Gas pumps, exhaust hoods,

Slim Pay Raises for Administrators Reflect Hard Times and other items must also be taken Sending a member of the recreased only slightly. For example

nublic ones.

m ahead to make plans or working from bineprints of the new bluratory are good ways to make sare the move goes smouthly, says Sheri Wischusen. She organized the move of Keith Muffat's binan salary of the chief public-relathe move or Kenn mounts s but-density and mulecular-histogy lasorstory from Cornell University tions officer at all institutions increased from \$42,298 last year tu to the University of Chicago two \$43 048 in 1994-97 years ago. "You can't be too com-misive when it comes to these Smullest Increases in 4 Years things," says Ms. Wischnisen, who The last time the survey showed was a research-support specialist such small increuses was in 1987-

in Mr. Moffat's Cornell lah. Negotiations and Bartering

A complicating factor in switchinstitutions is identifying which research instruments belong to the professor and which belong to the unersity, Ms. Wischusen ands. Typically, the equipment in a faculte member's lab is purchased with abination of university money

"I can look back at all

the stories of the move now with humor, but I

can still say in four

words what moving is

Tke. It is a pain."

ad grant money necomplated by the scientist from a variety of out side sources. The university ann the researcher insually have to me ne-even hutter--- to decide shat stays and what goes.

The process isn't always friend ly, and, according to one research er who asked not to be named, it on sometimes be quite conten tims. The researcher said he and is institution fought over every in stument that he wanted to take with him, and he still ended no lawing the campus with only one trickload of equipment, when he hought he would have at least

Packing Sensitive Materials

Jay K. Kochi, who moved his chemistry Inboratory from Imbana University to the University of Houston in 1983, says researchers should "do everything but drive the track" when it comes to moving a laboratory.

There's no substitute for actually doing the work yourself with your assistants," he says. "You pack the sensitive materials. you decide the location of fragile equipment in the truck, your make sore the vehicle has air suspension.

Mr. Kochi says that doring his -which involved transporting a spectrometer the size of a all car and precision neignets had could easily have just their alignment if they had been jusnothing was damaged or bru-

'If you plan well and think of all he possibilities and consequences of semething going wrong then the actual physical move becomes the aspect," says Mt. Kochi. What you can concentrate on is the truly important part—the translomation of fiving in a new place and working in a new environ-

This year's survey found the me-crystal hall," she said, "I would

the median salary of the chief execprivate institutions to be about the ntive of a system rose from \$98,666 same, 3 per cent. in the association's 1990-91 survey to \$99,452 this year. And the meditim. For example, this year's me-dian salary for a chief academic of-rent—for the 12 mouths ending

ficer at a public institution is \$76,213, while the median salary for the same pust at a private religinus college is \$60,000. Many observers predicted that

salary increases for administrators would remain low in 1992-93. Said 88, when the median raise for ad-Bever: "Unfortunately, 1 ministrators at all institutions was don't see any cucouraging indira-3.3 per cent-2.5 per cent at pritors that the situation is going to vate institutions and 4.2 per cent at ruve in the coming year.

Ms. Donofrio agreed. "If I had a

diam salary increase at public and anticipate that increases will be

even lower next year." On a positive note, she said, the Salaries varied by type of institu-nate of inflation is expected to be rent-for the 12 mouths ending

Eve on Facalty increases

It is not yet clear whether faculty salary increases have also slipped this year. A survey by the American Association of University Professors found that faculty subtry increases last your had failed to keep puce with inflation for the first time n a decade (The Chronich , April 3,

Results of this year's AAOP SRC vey and of a cross survey that looks at faculty salaries by disciplines have yet to be released.

A 124-page report of the "1991-Survey" includes aggregate data by type of institution, budget size. and encollment.

Copies of the report are available from the College and University Personnel Association, 1233 20th Street, N.W., Suite 503, Washing ton 20036: (202) 429-0311. The price is \$75 for CUPA members. \$175 for non-members who partici pated in the survey, and \$295 for all other non-members. The assucia tion also does custom-tailored silary studies for institutions that want o make comparisons with peer institutions.



We bought Rabbie Silver's student loan. He's glad we did it, we're glad we did it, and you should be glad we did it.

Just as Robbie was about to receive his degree in music, an opportunity presented itself that seemed too good to be true. A chance to be an understudy with one of the world's premier symphonies. Robbie knew that it was a great career opportunity, but that it wouldn't pay much.

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the difference for them, too.

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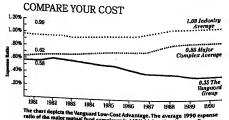
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The chart depicts the Vanguard Low-Cost Advantage. The average 1990 expense ratio of the major metusal fund complexes in 143% higher than Vanguard's average expense ratio for the emitoal fond industry is 211% higher. Source Upper Overtors' Analytical Data, first Edition, 1991 For more information on Vanguard Funds and Retirement

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THE CURRICULUM

- Association project seeks higher status for general education
- College agrees to a pian for fewer but more-rigorous courses
- New curriculum to stress common experiences, small classes

A three-year project designed to raise the stature of general education got under way last month at the annual meeting of Association of American

As part of the Project on Strong Foundations for General Education, 16 colleges and universities will collaborate on ways to make general education a higher institutional princity. Many of the 16 already have strong general-educa-

tion programs, says Jerry G. Gaff, Jose State, Southeast Missouri the project's director. The project, established with support from the ties; and the Universities of Hart-Lilly Endowment, will also sponsor workshops and serve as a clearinghouse for general-education re-

The 16 participants include the College of St. Scholistica; Roanoke and Union Colleges; Saint Joseph's College in Indiann: Arizona beheld lune 5.11 at the University State, Ball State, Grand Valley of North Chrolina at Asheville. A State, Jackson State, Miami, San

State, and Susquehanna Universi ford, Idnho, Muryland at College Park, and Minnesota at Morris.

Meanwhile, as part of a sepurate effort, the A.A.C.'s member institutions have until February 14 to apply to participate in the Asheville ite on General Education, to similar institute was held last year.

Twenty institutions will be chosen to send teams to the institute, which will feature a sympusium and a workshop in which parties pants will work on projects outlined in their applications

For more information contact the association's program office in Washington, at (202) 387-1760.

The faculty at Saint Michael's College has agreed to overhant teaching and knowledge of the the curriculum to require lewer but more-rigorous courses. Under the plan, to take effect next fall, all students must also

The interdisciplinary requ ment, which could be satisfied taking one of several existing ar take a laboratory-science course unticipated new courses, an interdisciplinary course, and help students see that different of courses in glubal studies and tine ciplines are connected," says b vid LaMarche, the college's vie arts. To graduate, they must take 124 credit hours in at least 34 president for academic affairs. I

in 40 courses.

professors.

disciplines

that will require more realist

writing, research, and contact si

At the same time, faculty te

ing loads will be reduced, si

the expectation that professon w

devote mure of their time to sele

arship that could carich the

courses; they now take 120 crede an introductory course in Many three-credit courses at he replaced by four-credit our

lafayette College has also banled its curriculum.

the new course of study, which ultake effect in the fall of 1993, allaress common student experimics in small classes and more collect with professors. It will rerise a distribution plan that sizes broad goals rather ka knowledge in specific disci-

llader the new plan, all Ireshga will take small, writing-intensee seminars that focus on such is the environment or techvation. Students also ake an interdisciplinary suph-

nes will continue to omore course examining values and conflicts in science and technulusy. The new plan also includes laboratory science, the Immunities and social sciences, and foreign culture.

Finally, all departments will develon an intensive senior year program, such as a "capstone" course that ties together what students have learned previously, or a research project. It will replace a required interdisciplinary senioryear course that examines broad is-

The faculty felt students should be introduced earlier to the objectives of the current senior-year seminar, said Bernard R. Corman, accollege spokesman.

-CARDLYN L MOUNEY

Ouster of Black-Studies Chairman requirements in mathematics, a Planued by City College President

By DENISE K. MAGNER The president of City College of the City University of New York and First Amendment rights are plans to replace Leonard Jeffries. Jr., as chainnan of the black-studies department when his term expires in June, say members of the institution's board.

Mr. Jeffries has been the center of a contriversy since he made rerks during a black arts festival been condenned as anti-Semitic Since then, politicians, Jewish

groups, and other critics have

chairman. Mr. Jeffries and his supporters say his academic freedom

Probationary Term

Remard W. Harleston, president of the college, recommended in October that Mr. Jeffries be reappointed as chairman for a probationary term of eight months, rathlust summer. The remarks have or than the usual three years. The CUNY Board of Trustees agreed.

The future of the black-studies department come up again last called for his ousterns department hoard. Several officials who re-

as chairman.

According to one official who asked not to be identified. Harleston told trustees he planned to bring in an interim chairman to take stock of the black-studies department and move it beyond the present controversy. Then, the oflicial said. Mr. Harleston hopes to recruit a distinguished scholar to head the department on a longterm basis.

quested anonymity said Mr. Harle-

ston wants to replace Mr. Jeffries

Mr. Harleston refused to com ment on his plans, and Mr. Jeffries could not be reached.

A spukesman for the college said: "The president indicated at the time of the reappointment of Dr. Jeffries that there would be an ungoing review of his chairmanship. That is the case, and we have no further comment.

Meanwhile, college officials say they are investigating new allega-tions about Mr. Jeffries. In a letter to Edith B. Everett, vice-chairwoman of the CUNY hoard, a Hispanic female student said she had been in a class taught by Mr. Jeffries in 1989 in which he sold that lews were "dogs."

A Call for Immediate Removal

An article called "In the Classroom with Dr. J.," in the l'ebruary issue of Emerge magazine, quotes Mr. Jeffries as snying in his classroom at City College: "This course is for people of African descent The article said Mr. Jeffries was referring to "an apcoming community series he is teaching on African history and culture." But the statement angered some critics and triggered culls for an investigation of whether Mr. Jeffries was re-

ferring to classes at City College. Herman Badillo, a CUNY trustee and a former New York Congressnan, held a news conference last week in which he called for Mr. leffries's immediate remuval as deourment chairman, Mr. Badilla also called for an investigation of the most recent remarks attributed lu Mr. Jeffries and said it could lead to his removal as a tenured

professor. In un interview with The New York Times. Mr. Jeffries denied that he had referred to Jews as 'dogs" or that he had limited his classes to people of African de

Mr. Jeffries has also become embroiled in controversies outside the New York City area.

The Southern-urea director of the Anti-Defamation League of B'nai B'rith, Arthur N. Teitelbunm, hus asked the University of South Florida and the organizers of a enmpus lecture series to reconder inviting Mr. Jeffries to speak.

Mr. Jeffries is slated to sneak February 25 nl South Florida as part of Black Emphasis Month. Cumpus officiuls said he would be paid \$3,000. The university's lecture series, financed by student

fees, is sponsoring his talk.
Mr. Teitelbaum said he supported the university's right to invite anyone to speak on the earnnus. but he questioned the wisdom of glving Mr. Jeffries a platform.

Don Casseday, a spokesman for the university, said the university had no plans to stop the lecture. "We Iry to encourage all points of view," he said.

NEW BOOKS ON HIGHER EDUCATION

It may be necessary to add state lax to the cost of books listed below. Discounts may be available to scholars and to people who order in

bellis.

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economic Challangia in Higher Education, by Charles T. Cloifetter and others (University of Chicago Fress, 3801 South Ellis Avenue, Chicago 5637; 422 pages; 339-951. Discusses demand for undermedune duention, the academic abbrauphly, and costs and productivity at colleges and universities.

leges and universities. [2n]gendering Knowledge: Faminista in Anadams, edited by Joan E. Hortman and Ellen Messor-Davklow (University of Tensessee Press, Chicago Distribution Center. 1103 South Langley, Chicago 60528; 313 pages; 339.95 hardcover, 318.95 paperback, plus 32 for shippings.

center. 11,00 South Langley, Chicage Sile Sile Sprender. 1,939 A metacover. 518.95 merchanists. 18.95 mercha

Hisher Education, Volume 3, No. 2.
Solaton at Harved Infunestly, Historical Parapsolivas, edited by Clark A. Elliott and Monarci W. Rosaler Lichila University Press, distributed by Associated Cranboury. No. 108 312: 180 parest; \$551. includes 13 orisinal cassays by historians of actines and technology. The Mislon oil the Public Jastor Collage, 2200–2390 Professional Gools and

1800-1940; Précesional Goals and Popalar Asptrations, by John H. Fryc (Grecawood Press, 88 Post Road West, Westport, Conn. 9688; 176 pages; 339 prepaid). Describes the impact of shifting demographic patterns und changing so-cial values on the early development of

very August, up to 30 select business professionals are sent back to school-to Arizona State University's

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SCHARLEROW VIN MENSUACING ROURS

Information Technology

Software-engineering students at Carnegie Mellon University have developed a computer program that could help future visitors get around Pittsburgh.

Pittsburgh.
Called "Interactive Pittsburgh,"
the program includes all the city's
streets, bus routes, major brildings,
and points of interest. Users ank
"Where is?" and "Whleh?" and
see unswers displayed as gruphics on
a computer serven.

The program was stollabounive project for 31 undergraduates in a course bught by Bornd Unter in a course of the project in a course in a cour

Students created nearly 40,000 lines of code to develop the software, which was built on an earlier program that had been designed to guide people around the university eampus.

Lehigh University is beaming graduate chemistry courses by satellite to atudents at chemical companies who want to carn a master's degree on the job. The program, which started last

month with about 30 students, is being offered in response to requests from chemical companies that wanted to provide advanced cetucation for their employees, says James Brown, director of the Office of Distance Education the says he expects enrollment to increase to 50 or 100 students by fall.

The working chemists listen to the same lectures and work with the same professors as graduate students on the emmpus. Distance learners should be able to complete the degree program in two years, according to Mr. Brown.

Librarians who want to bring their staffs up to speed oo management techniques can borrow training videos from the Association of Research Libraries.

Through its Video Loan Program, the association offers 29 tapes on such topics as communication, supervision, and meeting management. One of the offerings is a sketch by the comedian John Cleuse called "Meetings,"

To take part in the program, libraries pay an initial fee—\$350 for ARL members and \$410 for others—and a yearly renewal fee—\$100 for members and \$120 for others. Libraries can borrow two videos at a time for two weeks. The most time for two weeks. The most payment and the program goes to pruchase new videotanes.

For more information, contact Karen Welter, Office of Management Services, Association of Research Libraries, 1527 New Humpshire Avenue N.W., Washington 20036; (202) 232-2466. Videodisks Offer a Detailed Portrait of Qin, the First Chinese Emperor



After 20 years, Western scholars get access to information on a key archaeological find

By BEVERLY T. WATKINS

Sometime after the curue to power in 24th er, Qin Sii Huang Di built an elaborate enforgement from heur Xian in China's Sazeti province. The hurial site consider more than 7,000 life-size terracetta ignes of warnors with horses and archers with arrows, and a bronze charitut with a desirate.

The site, which fell into oblivion for dott 2,000 years, was discovered in 1973 when peasants digging a well uncarthed fagnests of one of the figures. Those fagness, which brought archaeologists larging to the site, became part of one of the most significant finds of this cen-

ay. Same the discovery, Western scholars have been furstrated in their efforts to get on information about the exercisation and the artifacts of the first emperor of Clin. Chinese authorities have let few mas tared outside of the country. Chinese publications and pictures, scattered femple government organizations and assuus, have been largely unavailable. (Inspecialists in China have remained investible to Westerners.)

Now, after almost two decoades, suchusediption, at historians, and specialists in Main history have necess to a detailed recoff the discovery. Praject Emperoratish has been collecting materials for 2010 years, has issued two interactive disoldists with fine funtage from the exection, images of urifacts, interviews with 60 specialists, and the full text of muny withs about the find.

Regotiationa for Distribution

Bo st of double-sided disks, called Bo st of double-sided disks, called Bo fist Emperor of Chinn," is the first suscerial product of the project, which signed by Ching-chin Chen, professor adiasons and the Graduates School disks and the China of the Ch

"By organizing and recording the tretreactions amount of information on this \$\frac{1}{2}\$ and is relies on videodisk, we make the period of history come talive in an acquible way." Ms. Chen says. "This is \$\frac{1}{2}\$ source material for research and \$\frac{1}{2}\$ you one clee has it."

Bed H. Martinson, a professor of art and Africa studies at the University of Tensies at Knoxville, has used the disks bed November. He says they provide also be resources for both teaching and search.

Mr. Martinson, who teaches a survey burse in Chinese art, says "Emperor" is

he holds site planned by China's first fineror included some 7,000 life-size fricells figures of warriors. It was finerited by peasants in 1973.

"one of the most detailed programs of art history I have ever seen."

"The progrum enables me to do u much better job with the Qin Dynasty," he says. "I can write a story about the period. I can call up images and information. Other programs dun't have text information."

In addition to their use in the clussroom, Mr. Martinson says, the "Emperor" materials will let him compare Xim, an uncient Clinese capital, with uncient cities in Sichiam province for a research project he has started.

Better Than the Real Thing?

Viewing the "Emperor" disks may be better than visiting Xim, says Ms. Chen. Because the site is so popular, visitors are given little time to look around. "Between 5,000 and 6,000 people are very usual for one day. There are 30,000 people euch day at high time," she suys. "People just go in

and walk out in five minutes. You do no see nnything. It is very disappointing."

With the videodisks, she says, "if you can't go to the place, we will bring the information to you."

"If you go and cun't see, we will still bring the information to you."

Project Emperor began more as an attempt to explore the use of videodisk technology than as a research project on Qin art and archaeology.

"My interest and expertise are in newtechnology applications," Ms. Chen says. "My previous projects were in science and medicine, and I was identified with that."

She adds: "My hidden challenge was to demonstrate that technology is a very effective means to whatever end."

In the eurly 1980's, when Ms. Chen was looking for a cutting-edge project, museums around the world were showing terracotta figures from Xinn. The Qin Dynasty,

Ching-chih Chen of Projact Emperor-I:
"My hiddan challenge was to
damonstrate that technology is a very
affective magne to whatevor and."

one of the most important historical and archaeological periods in China, was cupturing the imaginations of museum visi-

Qin Shi Huang Di, whose dynaxty lasted from 221 to 206 n.c., conquered a number of warring states to unify China. But he made other contributions, nmong them a unified written Chinese seript. standardized weights and measures, and an extensive transportation system. He also is given credit for completing the Great Wall.

Ms. Chen, who was born in China, decided to focus her project on her country's history and archaeology. "Emperor' was a wonderful combination," sile says. "It has the ability to draw people's attention.

Hardships of Travel

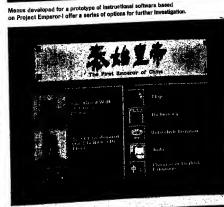
The decision to produce "The First Emperent of China" was the ensists part of the venture. Acquiring financial support, as well as permission from Chinese authorities to visit important sites, proved difficult. The hardship of traveling in an undeveloped country and dealing with an incomputible eulture were sometimes overwhelming. Ms. Chen says. Coping with sensitive camera and video equipment, difficult under any circumstance, was grueling, 7000 miles from home.

was greening, you mines from more properor" to the National Endowment for the Humanities Project on Libraries, the endowment declined to support it. According to Ms. Chen, the panel that reviewed the proposal rejected it on the ground that Chinese authorities had refused permission for similar projects from experta in the field, and Ms. Chen was not even in the field.

and Ms. Chen was not even in ine need.
Eventually Ms. Chen, who had been a
consultant on information technology in
educational and cultural institutions in
China and elsewhere, persuaded the endowment to give her a small planning grant
to find out if the Chinese could be prevalled upon to approve the venture.

By the summer of 1984, Ms. Chen had gained permission from the Ministry of Culture of China and the offiliated Bureau of Museums and Archaeological Data in Beijing, and from the Shaanxi Provincial Bureau of Culture and Cultural Relies in Xian, to gather meterials for the videodisks.

The approval came with restrictions, however, "The Chinese gave us permission for a research-and-demonstration project. University people studying this field could utilize it for research purposes," says Ms. Chen. Because the Qin artifacts are a national treasure, "Emper-Continued on Page A23



The Mausoleum of Qin Shi Huang Di



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G. Micheal Riley Dean, College of Humenities The Ohio State University

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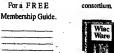


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TECHNOLOGY UPDATE

Floppy disks used to recruit students

■ Software makes chemistry calculations

at Davis is sending recruiting material to potential students on floppy disks.

The university mailed about 3,000 disks last year to high-school students selected for their high grades and lest scores, says John R. Reed, production manager for The disk contains a program

By clicking a mouse on the ob-

jects in the room, students can

learn about the university. "Click

on the sports pennant on the wall.

says Mr. Reed, "and you get infor-

mation about athletics. Click or

the checkbook on the desk, and

Mr. Reed says the disks have a

greater impact on prospective stu-

dents than's standard brochure, or

even videotopes, which have be-

come increasingly common. "Only

a few other schools are doing this

For more information, contact John R. Reed, Instructional Medio.

Room 19, Olson Hall, University

of California, Davis, Cal. 95616; (916) 752-6529.

A professor at Eastern Michlgan University has developed a

eomputer package that he says makes calculations easier for

students learning chemistry.
The package, called "CHEMI-

CALC," consists of software for a

desktop computer and a special keypad. Some keys represent the

complete periodic table of ele-ments and others perform special

functions. The keypad can be used

with a standard computer key-

board or separately, says Bert Ramsay, a professor of chemistry

Mr. Ramsay says the package

makes chemical calculations much

faster and more reliable and lets

students correct mistakes easily.

"If you're doing this stuff on a cal-

culator, and you make an error,

Some chemistry professors have

told him they fear his system would

make chemistry "too easy for the students," Mr. Ramsay says.

"That's just what they used to say

aboul calculators in math classes.

but now they're common and rec-

vou might not even know it "

and the package's developer.

right now," he says.

you get information on fees.

called "The UC Davis Adventure." When the disk is inserted in the computer, an image of a dorn room, with a desk, bed, bookcase, and bicycle, appears on the screen.

The University of California Education, An annual subscription dividuals and \$68 for institutions For more information, contact AACE, P.O. Box 2966, Charlottesville, Va. 22902: (804) 973-3987: AACEGVIRGINIA.EOU.

■ The 1991 issue of Computing tion of ideas for using informat in Musicology, an annual music-retechnology to help minority-gr senrch digest, is available for \$20 students, is available for \$10 f from the Center for Computer Asthe Annenberg/cpa Project, 901 Street N.W., Washington 2006 sisted Research in the Humanities. 515 Middlefield Road, Suite 120, 2006; (202) 842-3600.

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ret S. Boone, an adjunct profess, at the George Washington University School of Medicine, and Jeb of an Emperor Continued From Page A2) J. Wood, a professor of anthrop or is very close to the Chinese chest for anyone to have access. ogy at Northern Arizona Unive by is available for \$21.75 fees Wadsworth Publishing Compan, 10 Davis Drive, Belmont, Ca 94002-9950; 18001 354-9706 or 1415, They wanted to make sure we would not casually distribute the

Following China's decision, the NEH approved support that eventu-ally totaled \$292,000.

3,900 Pounda of Equipment

la late March 1985, Ms. Chen and a team of six researchers and technicians flew to China, taking with them 3,000 pounds of cumera equipment. For three weeks the group mined museums and sites in Beijing, Shanghai, and Xian for als about Qin Shi Huang Di.

"We started with zero knowledge and zero material," she snys. "We had to collect information from the eround up.

When they finished their work, team members had images of arifacts, photographs, drawings, maps, charts, und building pluns. They had film of the interiors and enteriors of museums and archaeological sites and nerint views of the Great Wall. They had 60 hours of aped interviews in English and Chinese with 10 experts on Qin history and art, no well as on the mic, militury, political, and social systems. Chinese agencies supplied archival film footuge of the excavation, as well as previously unavoilable publications.

The research team included three Qin scholars-Kwing-chih Chang, a professor of authropology at Harvard University: Wo ag, curator of Asiatic art at the Boston Museum of Fine Arts; and Robin D. S. Yates, professor of Asian studies at Dartmouth Col-

'Since 'Emperor' is not my racy." Ms. Chen says. "I will say. Content is the reason 'Emperor' will survive.

approval, working in China was u headache, she says, "We were working in a country where everything was incompatible to us from the electricity to the telephone system to cultural backpround.

does not encourage you to stand out. Anytime you have to do n project that stands ont-like 'Emperor'—the Chinese people working with you become nervous."

Tripping Over Bureaucracy

The team members constantly tripped over Chinese hureaucracy. With every museum, you have to make a different arrangement," says Ms. Chen, "If Iteijing says Yes, Xian says No. If Xian says Yes, the museum says No. If the nuiseum says Yes, the people in the museum say No. And the pen-ple in the museum have the key."

Ultimately, she says, she adopted a do-or-die philosophy. "If it is difficult or inpossible, we will do

In early June, six weeks ufter the

216,000 images From a Key Archaeological Site in China nit" is two double-sided videodisks with 216,000 images-20,000 still pictures and the rest full-motion video-and two

field, I was very sensitive to accurifice technology but not content.

Although the project laid official Shi Huang Di, documents the discovery of terracotta figures at the burial site, and tours the built over Pit No. 1 of the exen-In China, she says, "the culture ments the excavation and resto-

ration of a bronze chariot that was uncarthed after the figures. The second disk is composed entirely of oral interviewa, in both English and Chinese, with Oin scholars, who outline the gnificance of the archaeologi-

cal find and add details about

To view the disks, users need a multimedia system with either

his burial site in Xian. The set

also contains the full text of

many publications from both

American and Chinese sources.

The first disk introduces Qin

Museum of Qin Terrocotta Fig-

ures of Warriors and Horses.

vation. The disk also docu-

nr an 18M PC or compatible machine with a monitor, keyboard, and mouse, a video monitor, a videodisk player, and connecthours of audio on Qin Shi ing cables. Huang Di and the excavation of

Several Academic Levels

To use the interactive videodisks, users call up the main index, which is available in both English and Chinese. The index lists modules that, among other things, provide access to inforat different ucademic levels. One module, called Interactive Research, is designed for the scholur, for example, while another, called General Information, is tailored for high school students and the general public. Each module is accessi-

ble by clicking on an icon.
Although 'the ''Emperor'' disks include many media, for users the system is seamless. By clicking, they can look at any moving or still image and any text anywhere. If they are not looking for anything in particulur, they may browse. They

ating an electronic data base, con-

verting the images on the diska

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Section 2

By Daphne Patal

NUMBER OF YEARS AGO I got the idea of putting together a volume with the title "Ideological Policing

in Contemporary Feminism." The epi-

sindes leading to this intention are by now a

hit vague in my mind, but they included

stories told to me by feminist colleagues,

for casmple about being criticized by other

Icminists for wearing make-up, for being

heterosexual, for wanting a door put on sn

office and thus gaining some unsisterly pri-vscy from the feminist staff members in

In my own courses in women's studies, I

have seen similar examples of intolerance

saming my students—eyes rolled to ceiling

in exaggerated disapproval of a class-

mate's reference to her "boyfriend"; hest-

ed criticisms by young women in sturdy boots and pants of the "conventional" ap-

parel of other women in the class; an ur-

gent need to ferret out examples of latent

unfeminist tendencles; s certain aggres-

siveness in displaying one's ideological

credentials. Of course, there was surely

university-antagonism, say, to lesbian

students-but at least in my women's-

studies courses, I did not see that kind of

hostility emerge. It was obvious that wom-

en's studies classrooms provided a safe

arena in which interesting reversals of pre-

just us much intolerance elsewhere in the

the adjoining office.

February 5, 1992

OPINION

The Struggle for Feminist Purity Threatens the Goals of Feminism



least, this might lead to excessive All this, of course, was before the burning intellectual question of the day revolved around "political correctness. I never wrote that book-and a major

vailing reality could take place. It didn't

surprise me that, among young students

reason I didn't was that I couldn't decide how to write a critique of feminism that would not in some way hurt feminism and that would not automatically place me in the enemy camp. Despite opponents assertions, feminist concerns had not had such resounding success in the world that I wanted to hazard s public critique. And the ease with which the charges of PC have been catching on shows that I was right to be wary of writing something that could be laken to support such charges.

But everything one tolerates that one shouldn't inevitably returns.

YO, TODAY, I am once again exercised over ideological policing within femi-nism. I am still worried about the best way to write about this subject without making my views useful to the opposition—the very real opposition that exists to feminism and to women's-studies programs. Indeed, the difficulty in making up my mind about this difemma is part of what tivales this essay. But its context is pro-

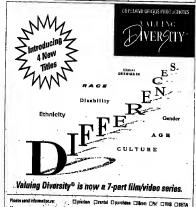
vided by the following concatenation of events:

On October 30, 1991, I published a commentary in these pages on "surplus visibility" and the stigma of minority status. In November, as responses to the article came in, I discovered that my argument constently had led some people to ossume that I must be black. Thus, I received a letter requesting that I contribute a brief life story to a book on blacks who had "made it" in academe. At the same time in my own women's-studies program at the University of Massachusetta, I found myself called a racist because, as acting director. I had been unable to come up with extra money for an elective course on indigenous women that had been proposed by two Native-American graduate students. Simultaneously, I had used the last bit of moncy in our budget to finance a required course on the intellectual foundations of feminism, to be taught by a teaching assistant who happened to be

The same error was being made in both cases: identity politics-the assumption that a person's racial or ethnic identity and views are one and the same. If people found what I said sympathetic or useful to blacks. I must be black. If minority women were frustrated or disappointed by an ad-

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find themselves to be smong activ-

dependent on it-on its theorists and

Over the years, I and my le-

OPINION though she was Lutin American, was "un

The Struggle for Feminist Purity Threatens the Goals of Feminism

Continued From Preceding Page ministrative decision, I, in my white skin,

THE CONSEQUENCES OF these Iwo cases of mistaken identity were, however, vastly different. In the first case, I merely wrute to explain that I was white and hence not an appropriate candidate for a book on black neademics. In the latter case, I tried to explain that "raeism" had nothing to do with the events in question. This simple denial brought a storm down upon my head. I was told by a young black colleague that when a woman of color says she has experienced racism, she is the authority on that experience and cannot be challenged. More protests on my part-thal this made uny kind of discussion impossible-only made the situation worse, as memos and charges came from every direction. Every direc tion but one: Not one of my colleagues who clearly believed that the charges were absurd (and told me so privately) was willing to say so publicly.

I began to realize that we were confronting a new dogms sanctifying a reversal of privilege: Instead of the old privileges sccompanying the stotus of "white." truth. righteousness, and automatic justification in the world of women's studies now reside with "women of color." As if in compensation for past oppression, no one now can challenge or gainsay their version of reality. What can be said for such a turn about, of course, is that it spreads racial misery around, and this may scree some larger plan of justice, sub specie aeternitutis.

But this is hardly adequate for those who believe earthly justice must be porsoed case by case and cannot be won by means that are themselves unjust. In this instance, however, the fnets of the ense were of no importance: Only identity counted fhis, let me emphasize, was no misinterpretation on my part, for some memos actually did state that it was absurd for a white, tenured professor to claim she was being unjustly accused. By virtue of having a certain identity (white) and occopying n certain position (tenored), sn individual would necessarily be guilty of whatever accusations a woman of color (or an untenored individual) might make against her.

Among my other offenses was an expression of concern at the way some of our students were osing the term "Eurocentric" as o new slur: By dismissing an entire coltore as "racist," they relieved themselves of the burden of learning anything about it. An administrator at my oniversity told me of a student activist who heutedly soid: "Do you know who's teaching Span-Ish in the Spnnish Department? Spaniards!" Nor do I take this merely as a joke; I have often wondered how soon it will be before someone soggests that my "identity" (North American) should cause me to cease teaching classes in one of my areas of research, Brazillan women.

The situation that I describe is, plas, hardly unique. What adds to my distreas ia that it is not usually discussed. For another dogma of women's studies seems to be that our problems most not be aired. There are aome good reasons for this reluctance, of course, given the eagerness with which opponents of women's studies might seize on any disagreements. But the consequences are nonetheless dreadful: o kind of siege mentality, in which demands for loyalty thrive and very little fresh air gets in. What does floorish in this confined atmosphere is a flaunting of correct postores, which everyone ruahes to embrace, perhaps in an effort to compensate for sexual, racial, or other identities that have been called into

Thus, students in my course on monian fiction by women wrote papers this past semester displaying attitudes that they apparently had lenraed were the appropriate ones in their various women's-studies classes. A young white woman too shy to speak in class wrote repentedly of having come to terms with her status as a "white oppressor." A young man wrote that a novel we had read had taught him that his relationship with Mother Eurth was one of rape and pillage; he now saw his rock collection in a new light. I wondered

and political questions pased by feminism were developed to challenge unfair stereotyping and exclusion of women, not to ex-

ERHAPS "identity" must lill all the gaps left if such attacks prevail, however. Fur, as I have written previously, feminists today often engage in rhetorical maneuvers that are rapidly acquiring the status of incumtations: "ns a white working-class heterosexital" or "as a black feminist activist." Such tropes, which do nothing to change the world, curry their own auru of self-righteousness, whether offered as an apology or tas is

"Part of what makes conflicts within | 100 feminist groups so unpleasant is surely the sense of fraud that accompanies familiar old ambitions dressed up in appropriate ideology."

whether he had intended this us parodywhich would have been a more original

An extremely srticulate student wrote eloqueatly (and without any apparent irony) about how, as a woman, she was silenced and incked a language. And a white student who criticized a black writer's metaphorical use of the word "slavery" to describe a casual isbor exchange was coldly told by another white student that it was not appropriate for a white person to criticize a black writer's metaphors. It is true, of coorse, that white acciety has historically oppressed black people, men have damaged the environment, and women indeed have been silenced, but these facts do not mesn that everyone todsy inherits a simple identity or is personslly goilty of everything her or his predecessors did. Identity polities is a dead end. We nrc neither right nor wrong because of "who we sre," but only, as the feminist scholar Jenny Bourne wrote in nn essay several years ago, because of what we do.

But why should identity politics not serve as another weapon for faculty members in a scarce job market and poor economy? Why not use this, too, in the scramble for the goodles of our profession-jobs, tenore, legitimscy? What is distressing is that this tactic is no feminist departure from the bad old ways of "white patriarchal hegemony," but a replication of those ways, pure and simple. Old forms, new contents. What feminiam adds to it, however, is its own tone of moral soperiority. Part of what makes conflicts within feminiat groops so unpleasant is surely the sense of freed that accompanies familiar old ambitions dressed op in sppropriate ideology.

EMINISM has played a major role in questioning canonical knowledge and standards. Shoold we be surprised, then, when on a women's-stodies search committee, one group's view that a particular candidate is poorly qualified is met by attacka on the very concepts of "qualifications," 'standards," and "knowledge"? Feminism itself has provided the weapons to unleash this sort of selfdestructive attack, which can be pursued od infinitum. While particular criteria have been used in academe in the past to exclude certain groups, you cannot have a university without making jodgmenta obout people's expertise. The intellectual

more often the ense) deployed as a hadge. In their worst form, they lead to a veritable appression sweepstukes. And it is not unlicar someone's claim to identity in one category negated by a star in another-as when a colleague commented to me disparagingly that a student in our program, al-

common, in women's studies programs, to

ship, a conservative group that may actually represent only a small number of Marginalizing friendly critics will not advance the credibility of women's studies or other revisionist scholarship. Unfortunately the situation I've described is not the first time that rigid factionalism has splintered leftist pulities. The entire history of the left is replete with purges and divi-

Where will it end? My fear is that the

search—and demand—for feminist parity

(of both attitudes and identity) will events

ally result in a massive rejection of the

very important things that feminism,

breadly speaking, aims to achieve. Today

feminists who have the temerity to criti-

eize negative tendencies within feminism

risk being automatically placed in the ene-

my camp, thus seeming to swell the ranks

of opponents of progressive scholar-

trounce? Feminism is hurting itself with identity politics. Those of us who are feminists but who do not accept this simplistic stereotyping and ideological policing most speak un-in detense of feminism

sinns. What is more banal than that the

powerless should turn against one anoth-

cr? Whom else can they effectively

Dapline Patoi is a professor of women's studies and of Portuguese of the University of Mossachusetts at Amberst. She is coeditor of Women's Words: The Feminist Practice of Orni History (Routledge, 1991).

The Psychology of Black Achievement; the Mystery at the End of the Universe

NUCCESSFUL ULACKS are first and attore fundamental, perhaps a set of Successful utacks me man and foremost affirmed and empowered by a positive sense of racial identity. They fully onderstand that as blacks they will encounter obstucles, prejudices, aml inequities, but they never view their rare us the ranse of the problem. They understand it is the perverse reactions of others to the black ruce which constitute the deficiency. It is this essential recognition that grounds the thinking of achieving blacks, enabling them to successfully operate out of a "positive sense of blackness," a positive sense of who they are-and to gain a powerful measure of spiritual strength from the physical and psychological struggles that racism inevitably demands. - Audrey Edwards, editor-

nt-lorge of Essence inngazine ond Craig K. Polite, psychologist, in Children of the Dream: The Psychology of Black Soccess, published by Doubleday

N HIS FAMOUS BOOK A Brief History of Time, Stophen Hawking begins by recounting a atory about o woman who interrupts a lectore on the oniverse to proclaim that she knows better. The world, she declarea, is really a flat plate resting on the back of a giant tortle, Whon asked by the lectorer what the turtle reats on, she replied, "It's turtles all the woy down!"

The story aymbolizes the essential problem that faces oil who search for oltimate answers to the mystery of physical existence. We would like to explain the world in terms of something

courses, which is turn rest open some lows at physical principles, but then we seek some explanation for this more fundamental level tao, and so on. Where can such a chain of reasoning end? It is hard to be sutlisfied with infinite regress. . . .

Is there n "soperturtle" that stands at the base of the tower, itself unsopported? Can this superturtle somehow "sopport itself"?...

But there is a third possibility: a closed lonp. ... Neat though such "loopy" systems may be, they inevitahly fall short of a complete explanation of things, for one can still ask "Wby that loop?" or even "Why does ony loop exist at all?" . . .

It seems to me that, as long as we insist on identifying "onderstanding" with "rational explanation" of the sort familiar in science, we will inevitably end on with turtle trooble: either an infinite regress, a mysterious self-explaining tortic, or an onexplained ring of turties. There will always be mystery at the end of the universe. It may be, however, that there are other forms of onderstanding which will sntisfy the inquiring mind. Can we make sense of the onlyerse without turtle trooble? Is there a route to knowledge-even "ultimate knowledge"-that lies outside the road of rational scientific Inquiry and logical reasoning? —Paul Davies, professor

of mothematical physics at the University of Adelaide (Australio), in The Mind of God: The Scientific Basis for a Rational World, published by Shnon & Schuster OPINION

LETTERS TO THE EDITOR

Political Correctness: Essential to American Values?

To THE EDITOS: Inhis "historical" attack on democatic thought in contemporary America, "The Origins of Pc" (Dipin-ion January 15), John M. Ellis forgot afew historical precedents for politial correctness. This one, for in-

"We hold these Truths to be selfendent, that all Mon are created and that they are endowed by their Orator with certain runslice lights, that among these are Life, Liberty and the Pursuit of Happi-

These truths aren't self-evident; er're politically correct. In the late lith century, they were the radical minions of a small group of weulthy. middle-class men—opinions ab-bated by political conservatives. who held it to be self-evident (as it lad been for centuries, perhups mila) that all men were created and terestained by God for a given so

interaction—i.e., unequal.

The notion that all aren have infinable rights was equally radical: The received truth even in the 18th coury-centuries after the Magna Carta-was that political "right: serespoils that went to the stronger. The politically correct concepts of equality and oniversal civil rights writen into the Declaration of Indeence were middle-class extenthe fand accularizations) of the ciple that all humans theological principle that all humans are essel before God and possess a lithright to eternal life in his preserce. The authors of the Declaration. ke other radical, middle-class thinkes of the dsy, simply extended quality and rights from the after life to this life—from the eschatological

Just how deeply entrenched the icient predemocratic "truths" were then and remain today is eviagaia, from history. Whea Jelferson and others said all men, they nearl-or at least the political instibifors they crented seem to suggest that they meant-white, land-awning males 35 years of see or older. Even ally correct" radiculs found it difficult to extend their own of equality and universal in-Remble rights to the entire popula-

tion of the new country. And the history of emulity and cit. I rights in the United States whereby definition a "politically current" elry, a nation conceived in political truths that had to be argued for.

legislated, aml enforced—shows that conservative resistance to the "pulit-ical correctness" of democratic thought has continued makated to

"The right to liberty hatto be extended to blacks by Presidential vote was still being legally denied Southern blacks in the 1960's. Blacks' right to the pursuit of huppiness continues to be icapardized be day through prejudicial treatment at the bonds of employers, credit managers, lamilards, retail sales person nel, and the like.

■ The right to vote was not extended to women twho were, after all, not explicitly mentioned in the Declaraon, which promised could rights to "all men") until 1919, and then by an amendment to the Constitution. In 1423, women's equal rights were still perceived by a significant number of Americans is so jeopardized by discriminatory legislation that the Equal Rights Amendment was introduced in Congress, stating: "Equality of rights profer the law shall not be de meet or abridged by the United States or by any State on account of sex. This "politically correct" position would seem to be implied and requited by the "politically correct" Declaration of Independence; but i did not pass the U.S. Senute antil March 1972, and in 1982, after a three-year extension of the deadline. it failed to be ratified by a majority of the states.

Why she conservatives continue to resist the "political correctness" of equality and civil rights? Why do they do so in the name of "traditional American vidues?" (The values they aphobt may be "traditional," but the traditions are medieval and were explicitly rejected by the founding fathers. t Why do they attack democratreally minibal academics for "slanddy scholarship" in media distribes that ignore the true history of American political correctness?

Can it be samply that democracy is politically correct in the United States fas oppresed in, say, Nazi Ger-many or the recently deceased Soviet Itniont, and political correctness is democratic-and these conservative thinkers are amidemocratic? If so, the media battles would be clarified miorensely by a little honesty on conservatives' part. Let them openly condenin equality and civil rights; let them forthrightly condemn the dem-

Look, Harvey, the only review you're depressed is that you're letting yourself be bound by conventional standards 1 to the process of the process of the contribution to literature.

-standards. Lithink then writing 5,383 multiple-choice questions Is a contribution to literature:

ocratic values on which this country

If mit_if they do truly believe in discussion in, of all pisces, a court traditisant American values-the media buttles would day un and blow nway if conscrvatives could stop, gal collengues and noversaries have think and ask themselves whether the multicultural values and other threatenine "'PC" positions they at tack might not be essential to Ameri can democracy.



of re" seems to resemble the one usually drawn around the ivory tower of compases by those in the socalled real world. Each line inhibits, rather than fasters, exchanges in . . . the nurketplace of ideas.

I'llis identifies as "the root of the problem" the differing mind-sets of the pidarized types he describes in derigation of political correct ness; he condemns the netivists for heing interested naly in winning, in imposition through political power. Int how, in Ellis's terms, cananyone win a debate about "cultural relativism" or "celebrate othnicity" to grain political power? In fact, what "gun" being held to whose head?

Such imagined struggles serve only to counter what Ellis elaims ss the only desire of the theorists, to engage in real debate. His descriptions perpetuote a dangerous subdvncacy of disengagement of

VS Itixsom

brought scademicions there to discuss everything from the merits of psychosorgies I or chemical intrusion control human behavior, to the value of taking into account blnck-English dialect used in the home in

Currently I nm on the phone daily with statisticians, political scientists, and historians to determine whot, if any, nondemic discipline can sasist the decision-making process in nasessing the dilution of black voting strength. And I have traveled from the Netherlands to Costa Rica to seek ool commonications experts who can tell me if and when racism is

After dabbling in such vsried fields, I would find it hard to distinguish activists from theorists in any of them. Once we get beyond Ellia's ring generalities to the nitty gritty, I believe it would be equally diffi-cult for myone to see clear lines between those stereotypes. Out here we need them both.

GARE KAIMOWITZ Allorney at Law Winter Park, Fla.

To THE EOTTOR: John M. Ellis's attack on "The Origins of ec" accuses academic social activists of being Interested in power rather than truth and of ignoring (or suppressing the scholarship chal-lenging their ideas. But Ellis does not himself address the findings of the activists. He charges them with ignoring the evils committed by the gious crusades, and revolutionary movements, but he makes no mention of evils committed by the imperi al state and by indostrial-era clites

Ellis actually mimics activiat unconcern with theory by Ignoring the reality of domination within modern

theorists from the discussion if they - societies and the begemeny of instipendent ones. He rests his assault or PC on a tradition of Western "self-I seek here to break through the doubt," explaining away rather than imaginacy Ellis boundaries, because I am outside of academe but wholly

> Had Ellis taken the stance of the true theorist, one who is, as he puts it, "intrigued by the structure of ar guments. aware that the structure of his own argument was that of an activist. The questions of domination in the modern world will not be illuminated by coonterpunching.

JOLES R. BENJAMIN

We may never know if 'de Soto cambed here'

То тне Еоггол:

The article on the efforts of Charles Hudson and his associates to track Hernaudo de Soto manages to give an impression that their views the field ("16th-Century de Soto Expedialon Offers Scholars a Look at Barliest Encounters Between 2 Civi-lizations," December 18). This is far from being the case. While it Is true that they have assiduously propagamore, it is as true that many historians (including myself) and orchaeologists have exposed fundamental flaws in their operating methodolo-

These include such practices sa the almost exclusive ose of transistions uncritical use of the sources for de Soto's expedition, as well as undue retinace on the least reliable of them. Inca Garcilaso's La Florida del Ynca: arbitrary and capricious decisions regarding distance and direction of travel; dubious inferences from the exiguous archaeological evidence, including numerous unprovable site correlations; and an unwill-Ingness to address openly any criticisms of their conclusions.

Their rollsnce on the "empty quarter" srgument has been shown time and again to be misplaced. Moreover, the skeletni evidence from the King site, which is described as fielding "90-per-cent agreement." is n fact open to other interpretations that ore at least as pisusible, if not Rinkely advances.

It is probably true that we will nevar know with comfortable certainty at "de Soto camped here," bot for the moment, it is reasonable to suggest that the ronte devised by John Reed Swanton over 50 years ago has as much epistemological standing as that now advocated by Hudson et al.

In the meantime, it would be a pity if there were a widespread impres-sion that closure has been reached.

DAVIO HENIGE African Studies Bibliographer University of Wisconsin at Madison Madison, Wis.

TO THE EQITOR:

. . . I am neither an archaeologist nor an anthropologist, bot I have fol-lowed o great deal of the discossion concerning de Soto's route ond have noblished short articles on this sub-

In my opinion, this controversy hos by no means been settled, as your story seems to imply. Charles Hudson has presented his views with vigor, but there remain many onangoestions which militate against accepting them in their en-tirety. His route reconstruction is Contlaned on Page B6





The restored 1925 Wurlitzer theater organ in George Mason University's Harris Theater can recreate the sounds of everything from trumpets to triangles to train whistles. The instrument hos two monuals and about 900 pipes,

The Restoration of a 'Mighty Wurlitzer'

After extensive work, a 1925 theater organ is now installed at George Mason II.

By Lawrence Biemiller

PAIRFAX, VA. THE PHONE, George R. Johnson, Jr., is spilling out facts about the Wurlitzer organ he restored and installed at the Harris Theater at George Mason University. Two manuals. Eight ranks of pipesmaybe 900 total. Built 1925. Heyday of theater organs. Started out playing for silent movies In the old Rialto up on Ninth Street in Washington. Cheaper to pay one organist than a plt full of musicians. Later accompanied gospel choirs in a black Baptist church for 20, 25 years. Owned now by the Potomac Valley Theatre Organ Society, which talked the university intu uffering the organ a home.

Mr. Johnson suggests a "cook's tour" of the instrument, and gives directions to meet him at his home-he's retired from the phone company. Turna out he has a Wurlitzer of his own, down in the basement. The console sits between the model railroad and the furnace. The pipes are in another room, some lying sideways be-

cause the eciling is so low. Movable los vres-called swell shades-are set in the pipe-chamber wall. A pipe plays at only one volume; if you want to hear "Chepsticks" louder, you open the louvres. It you want it hunder still, you add more

stups, so mure pipes are playing.
"Wurlitzer built 2,234 instruments in the theater-organ category," says Mr. John son, sitting down ut the console. This is Nu. 815. Ahout 65 per cent of them survive, but only 30 or 40 instruments are their original locutions.

"Basically, you start with a classic or gan, a church organ," Mr. Jahnson says. flipping down a stop tab marked Diago and pluying a few sedate bars of "O Holy Night. Diapason is the sound most people think of as belunging to organs.

"Nuw, with a theater organ you add Tremolu," he says, starting in on the Cats hit "Memories." He flips down the Treat olo tah above the top manual, and the familliar vibrato of a hundred sosp-open themes fills the basement.

"You also have what we call Tibis-

und of a fat flute." He flips another tab an eathusiasts like to say the Tibia adds

"The Vox Humana, that's supposed to represent the human voice," Mr. Johnson sys. Another tab, a few mure bars of Andew Lloyd Webber. "Now, your tuned ercussion." Off go Tibia, Vox Humanu, Dispason, "Xylophone," Tub. Twu more bas of "Memories," on a real xylophune tonewhere in the pipe room. "Glucken-spiel." Tab. "Chrysuglutt." Tab. "C-H-R-15," he spells. "Kind of a harp suund." Biok of the theme from "Mr. Rugers'

All that, and Mr. Johoson's Wurlitzer is

NOW Mr. Johnson is in George Muson's modern, 550-seat Harris Theater. He is climbing a "Your traps," Mr. Johnson annuunces. stage right ladder to a chamber A real bass drum." Booml "Cymhal." crowded with pipes and the wind chests they sit on. Inside the chests are mecha-Dashi "Snare drum." Rot-tut-tut-tut-tut! Tamborine." Sounds are coming faster nisms that activate the ranks and the indihan the pen can capture them. "Castavidual pipes within them. Small pieces of kis," says Mr. Johnson, "Wood block." felt and leather are everywhere, along with or a finale he loads a few bars of "To can the Impossible Dream" down with alittle of everything. The walls ruttle.

rolls of black electricians' tape.
"Wurlitzer's workmanship is pretty nice." says Mr. Johnson, lifting out a Clar-

inet pipe to show aff its salder joints. "They're real pipe makers." The argan's smallest pipe, as thin as a pencil, has a speaking length of about half an inch. The 6-foot Tubas, aver in the stage-left chamber, are so big they're folded like giant

George Johnson, who restored the argan: "It can take on hour to get ta thing, two minutes to fix it, and an hour and a holf to put everything back."

only a Style B, which was sold for neigh-

borhood theaters with a few hundred seats.

Mr. Johnson says most theater organs

were purchased off the shelf, as it were.

what larger—a Style I-ulthough it's still

Press Ituilding-nuw, that had 3,000 sents

und a three-manual, 17-runk Warlitzer. Ra-

dio City has two consules, 58

ranks-they've got everything.

There was a pretty standard order of

udding ranks of pipes. Up at 15 ranks, for instance, they'd put in a

pianu. Played like a player pianu.

Now certain things are very scarce,

Orchestral Obue, for instance. And

Musette-there were only six sets mude. It's u reed, very nasal, an ac-

companiment that you wouldn't use

reeds, to give more brilliance." Wurlitzer started building theater argans

by itself. A theater organ has a lot of color

in 1915, Mr. Johnson says. In 1927, the

peak year, the factory turned out an organ

a day. Pruduction ended in 1938. Wurlitzer

wasn't the only theater-organ manufactur-

er, but it was the most famous: Mr. John-

sun says muvie-house ads often referred to

a "Mighty Wurlitzer" even if the instru-

ment in question had been made by Kim-

ball or Möller. He adds that organists who

accompanied silent movies usually worked

without senres, improvising from scene to

scene according to the dictates of the plot.

not large by pipe-urgan standards. "The Capitol Theater, up in the National

The instrument at Geurge Muson is same-

paper clips.
"This is a Violin," says Mr. Jahnson, pulling out a pipe with a tiny wooden roller just under its mouth. "That's called a

Organists who accompanied silent movies usually worked without scores, improvising from scene to scene according to the dictates of the plot.

beard. It's part of the voicer's art. The nicks in the mouth there are to speed up the

"Dust and dirt affect the sound," he adds, pulling a dead bug out of the tar of another pipe. Changes in temperature and humidity are worse. If a pipe atops playing for one reason or another, getting to the blem-especially if it's inside a wind chest in the middle af the room-can be more difficult than fixing it. "It can take an hour to get to something, two minutes to fix it, and an hour and a half to put everything back," Mr. Johnson says.

On a wall opposite the pipes are some of the new electronic circuit boards that Mr. Johnson installed during the restoration, which he undertook as a volunteer and a member of the theater-organ society, "The onginal pneumatic relay was six feet square by two feet thick," he says, "Now all you have is a few baards a few inches

After climbing back down the ladder, Mr. Johnson turns on the blowers that fill the wind chests and give the theater a justpable fullness familiar in the precincts of pipe organs. He rolls the console out of

its backatage shed, trailing an orange-andgrey umbilical of finger-thick cables. At center stage, Mr. Johnson climbs onto the bench, surveys the stop tabs, and experiments with buttons that engage pre-set combinations. A few Diapnson bars of Memories" drift gently down, and then are suddenly louder and wonderfully overlaid with bells. He adds more stops, more volume. Then pedal stops-16-foot Bour-

don pipes rumble beneath a melody enried on eight- and four-foot stops coupled together.

Truth be told, Mr. Johnson ia showing off a bit. "Triangle," he says, holding down n key as a triangle sounda above stage left. "Kettle drum. Oogah-horn. Train whistle, Fire gong. Doorbell." It is imposai-

ble not to laugh. Coupler tabs allow him to aound pipes an octave apart from the same key, or to shift solo ranks down to the lower manual, normally reserved for accompaniment ranks, or even to the pedals. A "second touch" system lets him play one pipe on a key and thenfor effect-press it down past an intermediate spring to add another pipe an octave lower. He demonstrates with a few ominous notes from Phantom of the Op-

The university's symphony has used the organ once, Mr. Johnson says, but otherwise neither students nor faculty members have shown any interest in exploring its considerable potential. Several times a year the theater organ society offers public programs at the theater, sometimes with guest artists and usually with a few silent movies and maybe a sing-along session. Mr. Johnson says most of the people who come are senior citizens.

He doesn't play during the programs himself-he makea no claims about his musicianahip. Even at home his playing "goes in spells," Mr. Johnson aays. "I read well, but I don't memorize well." The real fun, he says, is In "working on it and letting somebody elae play it."

Letters to the Editor

Continued From Page B3 eertainly no more authoritative than that produced by the Congressionally appointed committee headed by John Reed Swanton in 1939. Competent contemporary archaeolog have advanced still other routes fitting much of the cyidenee equally

I hope you will see fit to inform your readers of this fact in order to diaabuse them uf the conclusions your nrtiele may have engendered.

Please be aware that these oninions are my own and do not need ily represent any position advocated by my university. WILCIAM J. REIO

A rebuttul of criticism of psychology program

То тик Контов:

I was, quite frankly, appalled by your story on the American Psycho logical Association's uccreditation process, which also contained too. gential but highly damaging allega-tions about the elinical-psychology program at the University of North Texas ("Accrediting Group Is Under Fire for Approving Psychology Pro-gram," January 8). As the senior administrator here who provided information for the story, I am compelled

The nrticle contained a raft of unsupported allegations and half-truths from mostly unnined sources, and essentially characterized our gram withnut providing any detail ubout either problems in the program or the university's efforts to deal with them. It was thus highly uninform tive and misleading. I might add that all of this was written soon after an APA team had visited our cumpus; the results of that review are as yet un-

Since 1985 we have hired six new clinical-faculty members and provided them with ample reacarch space and more than \$200,000 io stort-up research aupport; dedicated the next two faculty openings in psychology to the clinical progmm; and invested approximately \$1.2-million in what is now a "state of the art" clinical facility. The critical external evaluation cited in the article were solicited by the university in our efforts to remedy deficiencies in the program, and haps this is because for many years



Well, I'm hoping the job situation opens up for me this year-but if it doesn't, I could possibly use the time to go back

these commenta were made uvailable

All changes in program leadership were undertaken by the administratiun with the support of the great majority of department faculty and were intended to further the best interest of the program, not to coneen any-thing from the APA or anyone else.

Finally, the article gave the im-pression that "maoy" faculty and students were critical and unbanny sist of only a very small minority

TWO

tually favared American libraries.

Experts should routinur

I disagree with the Orinion article

by Phillip Binckhurst on practically every point, its bizarre conclusion,

to evaluate fuculty art

cal colleagues? Not likely.

TO THE EDITOR:

available to your reporter, who also other individuals who were neither angry nor disgruntled. However, they were not mentioned or quoted.

The APA is capable of defending itself and its procedures, but we would appreciate not having the gaod name of aur program and institution of criticizing another organization or the accreditation process in general.

BLAINE A. BROWNELL Provoet and Vice-President for Academic Affairs University of North Texus Denton, Tex.

Publisher explains revamped price system

TO THE EDITOR:

I read with interest the article by Julic L. Nicklin, "Libraries Drop Thouaands of Journals as Budgets Shrink and Prices Riac" (December II). The reference to Pergamon Press's letter to U.S. customers explaining price changes could stand claboration

such as "commercial" and "market-place" is mislending: No responsible The letter explains that from 1992 nrt department uses sales abone in Pergamon's pricing policy will change to that of a definitive price, It evaluation of professional achievement. On the other limid, no first-rate was the differential - geugraphical pricing in the past that led to Ameridepartment in any discipline fulls to solicit evaluations from outside jucan prices being lower than those is ror-experts, which are (contrary to the rest of the world. Ms. Nicklin's Bluckhurst's assertiont precisely article goes on to sny that "such ex "parullel to the use of 'referees' in planationa don't satisfy librarians." the sciences ' A search through the literature Regarding faculty hiring, promawill reveal that for some time U.S. librarians have been arguing against differential pricing, mainly by British

tiun, and tenure decisions, Black-hurst's parochial emphasis on service to the department "such as writpublishers, as ying that this invari-ably resulted in U.S. libraries ing committee repurts and attending meetings" would be amusing if such paying more than the rest of the tiea were not so often the hiding place of nun-productive artists who Now that Pergamon's pricing poli-cy hos put U.S. librarians on an contribute little to high-quality professional education in the arts. Just equal footing, we are criticized. Persuch local-versus-cosmopolitan attitudes repelled first-rate practicing artist-teachers from academe until well after World War II (prior to which students wishing to study with

distinguished srtists were limited to steliers here and abroad). I am writing not merely to contra-diet Blackhurst, but because of Inrger considerations. Dance, music, and theater, as well as the visuol arts, are comparatively recent diselplines in which colleges and universities have sought to be strong. A major hurdle in that quest was how to cvaluate genuine accomplishment by faculty in the arts in rigorous ways believable in academe. Long past the time for such debate comes Blockhurst's

regressive, obscuring opinion.

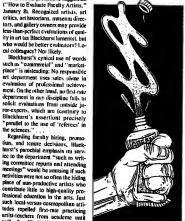
By now, traditional scholars have understood that the equivalent to successful research (usually culminating in the publishing of articles and books) is auecessful professional achievement in the arts (principal dancer with the Martha Graham

up until 1992, Pergamon's pricing ae- amptes from the University of Michi- review would only occur after gant. If such remarkable accomplishment happens to be accompanied by cellor had determined that the "cammerein!" gain, hooray.

CULPAS

The more importnot issue, howevcr. is that there is also a "marketplace" of ideas (including ideas cifically require a department in art), in which they up tested for truth and value well heyand the confines of neadentic citadels that, formautely, have no monopoly on truth

Real artists who happen also to be teachers do not shy oway from cum-



petition in that marketplace of ideas. They do not demur from evaluation by uther real artists. And they do not haul out the tired clické that academic protections shield their otherwise unrecognized creativity. They work. MORRIS RISENHOUVER
Associate in the Dean
School of Music
University of Michigan
Ann Arbor, Mich

Wisconsin tenurr bill would fight bias

TO THE FOLLOW

I would like to clarify un item in The Outlook for Higher I:ducation in 50 State Legislatures This Year (Jonuary 8). In Wisconsin, the Legislature is reviewing a bill, proposed by duncer wan tue majum Granul Company; composer's work pre-milered by the Chicago Lyric Opera; with the appropriate experience to review tenure cases denied by departproduction—to give some stellar exments. However, such un additional

partment had used imperati (i.e., discriminatory) factors in cision. Currently, state statutes proval and allow no exceptioned if discrimination has clear a

SCHOLARS EXCHANGING

This limited change in the tea law permits the university to as cuses of discrimination rathers force a faculty member to rea litigation us the only means of a ing justice. That is why the bills received such widesness un

Anthor's query: essays on veerking-class topis

essays by ar about working day ndentics. Autobiographical ess us well as those in a more traff scholarly mode, are welcourd is says might include a direct feet sion of the impact of a working background on an academic's and work or he a more narrowy cused critical work written from

ute school: the experience an Abstracts and inquiries are s conted. Send two copies of get scripts by July I to:

may be condensed

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and get myself another diploma."

То тиг Ергия: We week material for a collection

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University of Mino

The large volume of least to the editor of The Chron ele prompts this suggestion Limit the length, where possible, to 500 words. In the competition for space, shot letters must sometimes be given preference. Lettes

Send them to: Letters ! the Editor. The Chronick of Higher Education, 1255 21d Street, N.W., Washington 20037. Please include a day

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LECTURER IN PHYSICAL EDUCATION

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Anvent Sily of Technology

Professor/Associate Professor

Urbon and Regional Planning (Ref 1606)

SCHOOL OF ARCHITECTURE AND PLANNING

The successful applicant will take to between postgraduate academic qualiforms with large and entering what tecord of informationally recognized research agreem background in plentings oducesson, and be eighter for corporate membranes of the Boyal Australian Planning Institute.

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Forther Informations

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HENNIKER NH D3242 ARUNDEL ENGLAND

FACULTY POSITIONS

New England Collage invites applications and nominations for savers (scully positions, on both its New Hampshire and British Compuses. Iscully positions, on both its New Hampshire and British Campuses. New England College is a small, libered saits college with a commi-ment to end a strong tradition of excellence in teaching. The main compus is located in Henniker. NH (within 80 miles of Beaton). The British Compus is in Arundal, West Sussex (within 65 miles of Lon-

oon)
The College's mission is to provide an international liberal arts education. Our naw general education curriculum pieces great emphasio an
daveloging in Suidents an swareness of, and sansitivity to, this global
nature of the world, and we seek to prepare students for cerears that
will enable them to function in an international setting.

The positions discribed below ere generally at the Assistant Professor level. Cendidates should have a PP.D. or its squivelent. We opped all scully to perficion to interdiscribe and interdiscribe years advention probability of the professor conditions and the professor conditions are produced as the professor of the professor o SPECIAL EDUCATION:

Henniker: Candidatos should hove a terminel degree with an empha-Francier: Cardios os arouge nove a terminel degree with an expra-sion of Spacific Education, and o entrop face(ground in Elements). Education: All Area Intras years' leaching apprising a negative state. Leach in a small, highly advisidatosal section pregistion program is important. Responsibilities include section pregistion program in inspectal advision and olimentary methods, and supervision of student to special advision and olimentary methods, and supervision of student student seachers. Ability and willing noss to porticipate in the General Education Curriculum is oxpacted.

Arundei: An Internetionalist with the shally to teach in more than one field of bearing the same and the same LITERATURE

LITERATURE: Honnikor: Compretive Literature and Foteign Langueges: Modern Hennikor: Compretive Literature and Foteign and Ron-Western and Ron-Western and Ron-Western Roste. Fileson; in one or more of the following: Spanish, Garmen, or Jupensee. The applicant must be a generated applie of providing retirocition in generated accidence as well as in one or more tanguages.

at all levels.

Avundel: British Studias: The position cells for an individual whose inforcets are in the history of idoes, as expressed through the study of listerature and history. The applicant should be a generalist, with femiliarity in the culture and lenguage of at least one country in addition to LIBOADV

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ployer.

APPLICATIONS SHOULD INCLUDE A CURRICULUM VITAE AND NAMES AND ADDRESSES OF THREE REFERENCES. Applications and nominations should be set to: Temer Merch, Vice Fresident to Academic Affeirs, New England College, Hannikar, NH 03242. Application datedine: Februery 26. 1991.

THE UNIVERSITY OF QUEENSLAND

Professor

Department of Mechanical Engineering

Interiolis. There is presently non-orbit is built in the Department, held by Profess of R.I. Shilkar, Professor of Space Engineering.

Applicant backhame a demogratist—I cound that telementation a northwest in extension and the shilkay in preside northwest and representation for the shilkay in president and the orbit space is not a bassar into me that the orbit standardist in the William passes or all shoot of Department as a bassar into me that the orbit standardist in the Hepartment in profess, excepted, needings, need quotient-oul annuales. Appleament may have a background in any zero in the international terminationing engineering with the profession of the professi Further information may be obtained from Associate Professor K. Brenduger, lead of the Department of Mechanical Engineering, Infeptions 661 7 364 3148 (e. acquisite 661 7 364-427).

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University of the Virgin Islands

A four-year public institution is seeking candidates for the following professions at staff and face by positions

ST. CROIX CAMPUS

Business Services Superviser

A Bachelor's depreve in business administration or related area on six yours of
experience supervising business service operations is required. Experience
with office materialment, junctions governate, according particules, personnel and property management, is recessary. Salvey range X 91/174
40/0.03 (pils) beautiful.

ST. THOMAS CAMPUS

A Master's degree in English, journalism or communications, with experience as writer and editor of both technical and popular writing and skewloping publications and following them through production to completion. Inchride writing samples Salary range \$24,597 to \$34,034 plus benefits

(States August 15, 1952.)
Instructor or Assistant Professor of Engilsh (One Semester Subbestical Leave Replacement)
A doctorate in Righth and two years of full-time college-level teaching experience in composition (introduction) and/or Cardibean) and linguistics ser expired. Sately range \$30.079 to \$50,709 plus benefits. Steins August 15,

1992.)
Instructor or Assistant Professor of English (Non-Tesure Treck)
A doctorate in English on Philosophy and substantial college-level teaching experience in composition introductory literature, and philosophy required Salary range \$23,694 to \$42,468 ptin benefits, (Start August 15, 1992.) Send latter of application, up-to-date resume, official transcripts and three letters of recommendation by March 15, 1992 to: Dr. Danis F. Paul, Vice President for Academic Affairs, University of the Virgin Islands, St. Thomas, VI

UNIVERSITY OF BOTSWANA

The University Invites applications for the following positions: PROFESSOR OF AFRICAN LANGUAGES AND LITERATURE (Vacancy No. H/AL 1/92)

The successful candidate will be working in a developing department and will be expected to give isoderability in leaching, research, and syllabus designs. Applicants should have a Ph.D. a Proven neademin record, at least tan years' isaching experience in an Airinan Linguigas/Studies Department, priestably in Artics. Knowledge of and teasers the tot acres languages of Southern Airics in goveral and Boleware in particular as esential.

BENDRIECTURER IN LAW
(Weaney No. FBS/L. 192)

The auccessful candidate will teach haywring skills and will niso nominister and supervise all especies of the Department's Clinical Legni
Education Programms, including Ald Clinic, Internatios, mack court
and mock trials. Applicante must posees at loset 8 Master's diagno in
Lew and must have prostoced be in an English spooking purisdiction. Salery par annum: Professor P69,264-P74,544; Benfor Unclurer P50,208-P59,376; Lecturer P24,336-P52,332.

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BULLETIN BOARD: Positions available

University of Hong Kong New Posts for 1992-3

The University of Hong Kong seeks academic and professional staff to support a 30% largest in student numbers over the next few years.

Before it assesses the state of the state of

Becuing (except in the John has 8,001 full-time equivalent students and will grow to 11,500 by 1943, comprising some 9,100 taking a first degree, 1,400 higher degrees by coursework and 10,00 higher degrees by research. The increase to 1,000 research students, from the

FACULTY OF ARCHITECTURE FACULTI OF ARCHITECTURE (RSC) RST2RS21
Applicants should pussess relevant polesional qualifications.

RISIALS in Architecture Ref. RETA/Arch/I)

REEL RYLAVACEMU Design of the BA (Arch. Architectural Design of the BA (Arch. Arch. Curricular Building Construction: Services Technology; Ludscept Chinecture; Computer-aided Architecture; Besign: Structures; History & Berry of Architecture.

IdAla in Surveying (Ref, RF/TA/Arch/2) Property Management and Finance; Contract fracurement/Construction Economics; Construction and Maintenance Technology; Property and Construction Law.

FACULTY OF ARTS

FACULTY OF ARTS
(fax line for enquiries: 1852) 548-52311
Applicants should possess appropriate higher digres. Preference will be given to applicants with teaching and research experience. UAL in Chinese (Ref. RI/TA/Arts/1)

Special interst in both classical and modern Chinese language preferred. UAL in Comparative Literature (Ref. RF/TA/Asta/2)

Cubral Studies an interest in gender studies and/or Asian cultures in a comparative and post-colonial context and/or film contel be advantageous but is not essential.

UAL in English (Ref. RF/TA/Arts/3) Qualification in Linguistics required, preferably in either second language acquisition or text and speech processing.

UAL in Geography and Geningy (Ref. RP/TA/Aris/4)

man Gengruphy traritogruphy; resource mangement), Physical Geography (recounce and evironmental management and hazards study); Transport Studies (transport graphy, expectally in sat or air iransport spanishing methods in transport spalitative methods in transport

UAL in History (Ref. RF/TA/Arts/5) Hong Kong history: postgraduate research and publications in Hong Kong history required.

FACULTY OF EDUCATION A higher degree in Education or the relevant subject required; teaching and research experience in tertiary education would be advantageous.

Ra/SLa/Ls/ALs in Curriculum Studies (Ref. RF/TA/Edw1)

An honours degree required for all posts; a professional teaching qualification each televant teaching experience in schools are also normally required.

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(ol. Language Education; Chinese Language Education (Linguistics (Ceneral and Chinese); Chinese Chinese Librativer, methods & practices of leading Chinese Language & Librativer, Chinese Chinese and Putung Inna; Pruticiency; and Chinese Language & Librativer, Chinese Chinese and Putung Inna; Pruticiency; Innapange Education (Linguistics); English I. anguage Education (Linguistics); and evaluation; computational (Linguistics); and evaluation; computational (Linguistics); computer and commission.

(b) Mathematics Education: Teaching Mathematics in Sixth Form and higher education. Re/SLe/Ls/ALs in Education Ref. RF/TA/Edu/2)

Sociology of Education: Education Pychology/Special Education Needs, Education Research Methods and Data Applysis. UAL in Physical Education and Sports Science (Ref. RF/TA/Edu/3)

South Psychology. Applicants abuild be able to etablish and teach courses in the psychological special of physical education and sport as part of the new gEd degree programme. A 17hD in a recognized to desirable.

FACULTY OF ENGINEERING (Fax Line for engulries: (852) 5469142) Chair of Computer Engineering (Ref. RF/TA/Engg/1)

A just in population in the Department of Electrical and Electronic Engineering and the Department of Computer Science. Appropriate academic and professional cualifications, experience in a relevant field, a distinguished record in research and scholarly publical ions, and evidence of leadership and a nng commitment to leaching and curricular evelopment at bath the postgraduate and indergraduate level required.

For posts at other levels, a higher degree in the relevant discipline required, with teaching or research experience in the relevant field; numbership of an appropriate professional institution or other appropriate professional qualification preferred.

R/SL/L/AL in Civil and Structural Engineering (Ref. RF/TA/Engg/2) Construction Management.

L/AL in Civil and Structural Engineering (Ref. RF/TA/Engg/3) Structural Engineering. R/Si/Ls/ALs in Computer Science

Computer Science and information Systems, particularly in the following fields: logic programming, ordificial intelligence, graphics, computer vision, sufficiar on gineering, database, or neural network.

R/SL/Ls/Ai.s in Electrical and Electronic Engineering (Ref. RF/TA/Engg/SI

VLSI design, data communications or behavioritables, robotic control or vision and energy technology or electric vehicles. R/Si/I/Ai. in Industrial and Manufacturing Systems Engineering (Ref. RF/TA/lings/6)

twee terr recogging.
Specialisation required in one of the following areas: Manufacturing technology, fluctronics manufacturing technology, fluctronics manufacture; Industrial management with specialisation in either management information specialisation in either management information specialism or quality assurance or enganomics.

R/Si, in Mechanical Engineering (Ref. RF/TA/Engg/7)

Environmental Engineering. R/SL/L/AL in Mechanical Engineering CAD/CAM and Rubolica.

FACULTY OF MEDICINE (Fax Line for enquiries: (852) 8559742)

L/AL in Blochemistry (Ref. RF/TA/Med/1) I/AL in Blochenistry (Ref. RPITAMed/I)
An appointment will be made primarily or
horis of excellence and originally in
resourch taggles with ability to teach selected
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recluding macrumatedizing chemistry,
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in medical and dental students.

IJAL in Community Medicine IRef. RF/TA/Med/2i

IRef. RETTA/Med/2i
Biotolistics: PhD required: applicaris should have an Interest and voide experience in clinical and many six and enalysis of clinical and other health information; management of databases from large pupulation surveys; application of salphases, the endemological approach to the bitudy of health publicary, clinical trial design and evaluation.

L in Microbiology (Ref. RF/TA/Med/3) Medical degree with an interest in microbiology or a PhD degree in mtcrobiology or equired; experience of diagnustic microbiology and infectious diseases preferred.

Applicante should be basic scientists with a PhD who have working experience in clinical degrees and/or professional qualifications.

chemistry and molecular biology, to work in collaboration will academic paediatricians on projects related to clinical biochemistry, especially research in molecular biology.

L in Pathology (Ref. RF/TA/Med/5) In histopathology and its subspecibilities. The appointie will be expected to take up clinical service duties in histopathology and cytology and help in training and supervistum if jurior pathologists in addition to teaching and research duties.

R/SL In Surgery (Ref. RF/TA/Med/6) Applicants abould be specialised surgeone of some seniority and be clinically competent in the broad field of surgery.

FACULTY OF SCIENCE

Applicants should have an appropriate higher degree, normally a PhD and relevant teaching and research experience.

Re/SLe/Le/Als in Boleny and Zoology (Ref. RF/TA/Sci/1)

REFULEMENT TO CORREST THE ADDRESS OF THE PROPRIES OF THE PROPR

R/SL/Ls/ALs in Chemistry (Ref. RF/TA/Sci/2) Applicants should be able to leach basic and ndvanced courses in analytical or physical tennistry, to students majoring both in chemistry and in other science-based programmes, and to conduct an independent programme of research.

La/ALs in Mathematics (Ref. RF/TA/Sci/3) Applicants should have speciallaed knowledge in a main area of pure or applied mathematics.

R/SL/Ls/ALs in Physics (Ref. RF/TA/Scl/4)

Experite in the following areas preferred Astrophysics and comic my physics, solid state physics (including high TC as perconductivity; semiconductors, position betwing goophysics, fonospheric physics, general the corelect physics, including plasma physics, nordlinear physics, many body problem etc).

L/AL in Radioisotope Unit (Ref. RP/TA/5cl/5)

(Ref. RPTA/SCUS)
Applicants should have appropriate experience in areas related to environmental radioactivity or radiobiology. The appointee will be required to contribute to the Unit's radiological protection service.

Ls/ALs for the Earth Science Programme (Ref. RF/TA/Sci/6)

Fragramme (Ref. RYTASCH)

For this new Exprogramme in the Faculty of Science which involves the Departments of Chemistry and Physics, together with the Department of Congraphy and Coology the Reculty of Arts, partners of the Congraphy and Coology the Reculty of Arts, partners in a test and one of the Science of the Coology of the Reculty of Arts, partners in the second of the Science of the Coology of the Reculty of Arts, partners of the Reculty of the Paper has possible and the Arts of the Science of the Reculty of the Coology of the Reculty of the Reculty

FACULTY OF SOCIAL SCIENCES

present 400, is the most important feature of the University's development plans. Most existing academic disciplines will expand, but the largest areas of growth will be in the arts, engineering, science and social science faculties.

aris, engineering, science and accusi science incuities.

There are all present more than 1000 academic staff. To cater for the expansion, the staff establishment will need to be increased over the next few years. At present, the University expects to appoint teachers at various levels lee Professor, Reader (R), Senior Lecturer (IL), Lecturer (L), Assistant Lecturer (AL) in the following departments and disciplines, within the various Faculies: Subject to confirmation of the formal catablishment of these wacancles, the selected candidates will be expected to take up appointment on 1 September 1991.

Preference will be given to applicants with teaching and professional experience. Re/SLS/LS/ALs in Economics (Ref. RF/TA/SS/I) Mncroeconomics; Monetary Economics; International Finance; Chinese Economy.

R/SL/L/AL in Management Studies (Ref. RF/TA/SS/2)

Applicants should specialise in Production Management and Business Policy.

L in Psychology (Ref. RT/TA/SS/3) Sincial Psychologist: with special interest and experience in the application of social psychology in consumer behaviour, advertising and organisalinas and management.

Ls/ALs in Social Work and Social Administration (Ref. RF/TA/SS/4) Social Work Practice: Groupwork and/or Consework

L/AL in Sociology (Ref. RF/TA/SS/5) A postgraduate qualification in acciology/social anthropology required, preferably PhD.

Ls/ALs In Stetistics (Ref. RF/TA/SS/6) Applicants should be quolified in any branch of Statistics or Probability.

ANNUAL SALARIES (SUPERANNUABLE) ARE ON THE FOLLOWING SCALES:

Non-Clinical:

Chair HK\$685,620 (US\$88,742) (minimum! HK\$848,040 (US\$109,765) (average) Reader (R) HK\$501,120 - 665,700 (9 points) (US\$64,861 - US\$86,164)

Sentor Lecturer (S.L.) HK\$480,360 - 645,200 (9 points) (US\$62,175 - US\$83,5221

Lecturer (L) HK\$309,120 - 516,480 (11 points) (US\$40,010 - US\$66,850)

Asst Lecturer (AL) HK\$225,180 - 288,180 (4 points) (U\$429,145 - U\$537,300) Cilnical

Reader (R) HK\$957,660 - 1,015,260 (6 points) (US\$123,953 - US\$131,408) Senior Lecturer (SL) FIKS781,200 - 961,800 (11 points) (US\$101,112 - US\$124,488)

Lecturer (L) HK\$292,980 - 589,740 (11 points) (US\$37,921 - US\$76,332) US doller equivalents as at 14 January 1992. Starting salaries depend on quelifications and experience.

CONDITIONS OF SERVICE

Appointment are normally made on perminent superannuable terms, subject to a period of probation of not less them 33 period of probation of not less them 33 period of probation of not less them 33 period of probations, medical benefits and children's ducation allowances, housing assistance is also provided in most cases at a charge of 7.5% of olsairy.

ENQUIRIES

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Further particulars (Including closing date for application, if any) and application forms may be obtained from the A population forms may be obtained from the A population forms may be obtained from the A population and the Action of the Section of the Action of



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FACULTY OF HUMANITIES & SOCIAL SCIENCES

Head of Department of

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Birther Information and Application

Chinese, Translation

ardLinguistics

nas are invited for the following headship position with the possible title of

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solars doubt process appropriate readenic and professional qualifications, substantial relevant power in certainy relicition and a successful record of research and scholarship

when the HKSS1,780 (1984) — HE+* St. approximately) per mouth plus a gratinity equal to 25% of the bar othey over the contract period and generous lungs benefits

room mornaments non-applications the body-similar conduction the Personnel Office, the bilancian concenting the post and the Pody-similar conduction the Personnel Office, by Mijochia of Dong Jong, St. Let. In e. Actions: Econolom Bong Jong, Elex-Secutiff Applications are found of a mornel contact of acts with the more conduction referred Should read the found of the 1920 Performany 1991.

GOLDSMITHS' COLLEGE University of London

Appointment of The Warden

Arising from the retirement of Professor Andrew

Rutherford, the Wardenship of Goldsmiths'

College will become vacant on 1 October 1992.

the Council of the College, which is the only

multi-faculty School of the University in South

East London, has established a Committee to

recommend an appointment to the post. The

Committee invites applications or enquiries from persons wishing to be considered for the

Further details may be obtained by writing to the Chairman of Council, c/o the Secretary's Office,

Goldsmiths' College, University of London, New

The Committee will not restrict its consideration to those making application under this advertisement.

Cross, London SE14 6NW.

The Department of Chinese, Translation and Disguistics offers

Interpretation, and a barbelot's degree in applied linguistics with emphasis on computational linguistics that covers speech and

share and postgraduate degrees in translation and

LECTURER/SENIOR LECTURER

Department of Parks, Recreation and Tourism

Applications are invited from suitably qualified men end women for the position of Lecturer/Sanior Lecturer in the Department of Parks, Recreation and Tousism.

recreation and louse. Lincoln is one of two universities in Centerbury, New Zeeland, it spe-cial izes in Commerce, Management, Agriculturs, and Rescursa and uses by our from Christichurch, the major South Island sit, Ohrist-church is serviced by an intornational sixport, with divact lights to Australia, the Pacilic, and South Esal Asia.

The appoints will be responsible for devaloping and tacking sub-lects, or peris of subjects, at undergraduate and postgraduate sevial parts, recreation and lourism or other related states, in addition, the appoints will develop and teach subjects in at less in one of the tollow-ing sees:

Social science research methode within parks, recreation and tourism and related fields.

ond dourters and related Irialds.

On Recreation I or special populations, including the recreation models of population including the prevention of the property of the prope

Commencing selery will be established within the following ranges: Lecturer \$NZ37,440-\$NZ48,088 per snnum Senior Lecturer \$NZ52,000-\$NZ67,080 per snnum

Conditions of Appointment and method of application are swellable from the under signed. Please quote vecency number \$200 when mak-ing enquiries. Applications close an 28 February 1982. Lincoin Univer-sity is committed to a policy of equal opportunity in aducation and amployment.

A.J. Sargison, Registrar P. O. Box 94 Lincoln University Centerbury, NEW ZEALAND Fex (64)(03) 325 2985

ICE-CHANCELLOR

a's largest universities with an I have reputation for the strengt seathing. The University of the Sporm as Deputy Vice Uses. For a term of seven years show who will be the sentor Deput the Sporm MyCe-Chancollor and sident and who will have broad corputation. The University places great importance on the

successful appointee will, to a large degree, give sternal affairs of the University and will represen

Applicants will be distinguished tcholars who have demoevel abilities as academic administrators. An astractive talary p

Further details about the potition may be obtained by contacting the egistrar, Mr A L Pritchard, Monash University, Clayton, Victoria 3168. Australia, facelmile 61-3-565 2016

applications should reach the Vice-Chancellor not later than Friday 27 March 1992. Council reserves the right to make no appointment or to ont by invitation at any stage.



BEIRUT UNIVERSITY COLLEGE

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Beinzt University College, located in Lebanon with campuses in Behul, Bython and Solon, is Interested in receiving vitae of persons who will have completed the terminal degree in their specializations (in most areas, the doctorate) by the date for which the appointment is sought.

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Vitee may be sent to:

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views will be conducted between April 15 and April 30, 1992 in New York City or in Washington, DC or at a time arranged by Job candidate and the dean.



University of Waikato

Te Whare Wananga o Waikato

Hamilton, New Zealand

LECTURER/SENIOR LECTURER IN COMMUNICATION

The Department of Menagement of The Univorsity of Welkinto has a vecarity for a fecturer or serior feature in menagement communication of the property series a person after with a deciration in the communication of the property of the pro

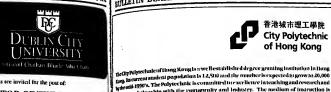
Current selery range for Lecturers is NZ\$37,440-NZ\$40,088 per onnunt and for Senior Lecturers NZ\$52,000-NZ\$67,080 por annum.

Tenuvirse of an ecalemic nature may be made to Pr. Shirley Lottot. (ul.: (64 7) 866 2896; rs. (64 7) 856 4053; littormallon on the method of application and conditional application and obtained from the Academic Staff Unit, University of Walkido, Private Bag 3105, Hemilian Control (ul.: (64 7) 856 2896; Fsz. (64 7) 866 7353, Application and Control (ul.: (64 7) 856 2896; Fsz. (64 7) 866 7353, Application and Control (ul.: (64 7) 856 2896; Fsz. (64 7) 866 7353, Application and Control (ul.: (64 7) 856 2896; Fsz. (64 7) 866 7353, Application and Control (ul.: (64 7) 856 2896; Fsz. (64 7) 866 7353, Application and Control (ul.: (64 7) 856 2896; Fsz. (64 7) 866 7353, Application and Control (ul.: (64 7) 866 2896; Fsz. (64 7) 866 7353, Application and Control (ul.: (64 7) 866 2896; Fsz. (64 7) 866 2896; Fsz.

Piscos for appointess' children may be evaliable in the crache run by the Campus Creche Society (Inc). The University welcomes applications from suitable people regardless of race, craed, meritel status or disability.

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Advertising: Professor. Tempre leading As-erstort for Accuscing Professor positions withfaith actuary I. 1992. Teach in al least two of the following mean principles, co-powiting, media, creative strate-spacel-body of campadgary perform vertice and accusable of campadgary perform vertice and least the world of presented. Principles of the control of presented Principles and all least the world of presented Principles.



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DIRECTOR OF THE IRISH CENTRE FOR TALENTED YOUTH.

The Centre fur 'Talented Youth Ireland (CTYI) is a new The Centre fur Tatented Yntult Ireland (CTVI) is ten-initiative by Dublin City University, in congretion via The Johns Hujkins University and supported for a fun-perind by the Dublin City University Englesians Trae perind by the Dublin City University Englesians Trae The Centre will identify high ability children from 6 mas sucial and ceromonic backgrounds and help the full priential through simulating summer programmes.

The Director will be at Lecturer/Senior Lectarer less The Directure will be at Lecturer/Senior Lecture lad depending on experience, with a good record of texting and research in any discipline. Provision will be used to the Director to perform limited teaching and supervine activities within DCU, but the main task will be the promotion ond management of the Centre. More impulse flam educational background are drive, enterpresential shift and the ability to select and motivate a wife range staff.

Further I letnils concerning the Centre and Application has are available from the Personnel Office (Td: 701510) Dublin (City University, Dublin 9. Condidate within discuss the development of CTV1 informally may higher Professor Alossia'r Wood (7045292). Applications class at 21st. February 1992.



University of Otago

Te Whare Wananga o Otagn

New Zealand

SENIOR LECTURER - DIRECTOR OF POST GRADUATE PROGRAMME IN DIETETICS

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City Polytechnic

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UNIVERSITY OF SAN FRANCISCO

CULLEGE OF ARTS AND SCIENCES

The College of Arts and Sciences at the University of San Francisco invites applications for the Jalloving faculty positions anticipated to begin in the fall of 1992. All positions are anticipated to be tennies tack, in the Assistant Professor level, unless otherwise noted. Tennies Tack University to account of the Assistant Professor level, unless otherwise noted. Tennies Tack University tending or expected to the view of an interpretation of applications are required for all positions. Consideration of applications will continue until the positions have been

We particularly encourage minurity and women applicants for all positions. The University of San Francisca is an Equal Opportunity and Affirmative Action Eurologer.

COMMUNICATION ARTS

may include mass media research, electronic media pro-internship coordination.

ECONOMICS

[c]e Alishard R. Lehman a., Chair, Department of Economics]

Applicat Economic Historian was the consultation of Economics and the Communitation of Economics and Economics a

applied courses with regular computer laboratory seasons as well as applied courses with regular computer laboratory seasons. Teaching Responsibilities may include economicatics, economic and business forces have a working the continuation of the continuation. One year to the continuation of the continuat

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ENGLISH

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(Je Fr. Edward V. Shekpade, S.L. Chair, Department of English
Rumartic and/or 18th Century Literature AND Modern British and/or
Victorian filterature. Some comprehence in Second field is required.
Eantilarity with numbers critical theory, continental literature or dramatic

Director of Hudergraduate Writing Programs. This post involves some texts ling at the undergraduate and graduate levels. Some administrative experience is required. Assistant or Associal Level.

HISTORY

(Chi Frank L. Rwch, Chir, Dynaminal of History)

Enst Asian History, Deckarine in Chiaese or Japanese history required.
Teaching Responsibilities may include upper-divident course in Chinese and Japanese history, as well as the invert-division East Asian bistory survey.

Dur-year Term Position.



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EARLY CHILDHOOD AND READING EDUCATION—Two politions intensive racks. Teach and advise students, provide service to public activation, using any indiconduct research, bething is Associate/brain-students, and conduct research, bething is Associate/brain-students, and the students of the

saaching asperiance is required.

EDUC ATIONAL ADMINISTRATION AND SUREPLYSION—Two positioner: One Assistant/Associate and one Associationful Prolessor itemue rack. Taske had advise genduate sudents, conduct research, and participants in all programs, including off-compan assignments. Tases two loculy toches and programs, including off-compan assignments. Tases two loculy contents programs with an amphasis as on policif research. Programs include M. Ed., Ed. S., and a cooperative Ph.D. with Georgie State University. Qualifications: Externed obscionate in decisional including interest in the or related discorned in closure of the content of the

are also required.

HEALTH, PHYSICAL EDUCATION AND ATHLETICS—Instructor/Assistant Professor (teaure irnek). Teach undergraduate besic health and
activity courses in the Department, Qualifications: Earnad decionate or
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field. Red Cross First Akl and WSI certificration dashrabla.

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For all positions:

Starting Daie: September 1, 1992.

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General Information The School of Education contains algist department of the educational conviction are secretified by NCATE Valdonia matter than the education of the educati

Applications: Send letter of application specifying position sought, re-mines, names and phone numbers of three references, and transcripts for

Dr. Robert O. Michael c/o Dean's Office School of Education Valdosta Stata College Valdosta, Oaorgia 31698

Closing Data: Application materials about be received by March t, 1992, in order to receive full consideration. All positions are subject to funding approval.

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The only four-year university is Wyoming, the University of Wyomist has a earollment of approximately 10,000 students. If you are interested in cining a faculty which is designate throastwo teacher education program instuding alements of restings and intensicioplinary approaches and feel you qualify for the position listed below, your explication is invived.

Candidates chould have a doctorate in marbemarics or mathematics educa-tion and have damonatored ability to interact in both the Martiematics Department and the Callege of Education.

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The position will annel the development and reaching of merhads courtes in machemater education for both alemanary and aecondary aductation micro. It addition, he successful applicant will be expected to conduct graduces level sandaus in audentusics education and to work with the Mathematic AD performent in developing and catching mathematics courses.

The position also involves some undergraduate advising as well as directing Master's and Ph.O. ratdeors. Participation in outraach will also be expected. Salary and rank are commeosurate with experience and qualifications. A personal microcomputar, graduate assistance and an adequate traval budger will be provided. In addition, a reduced teaching load to accommodate funding and retrearch activities will be mada availabla.

Screening will begis March 10, 1992, and continue until the post is filled.

A. Ousne Porter
Mathernatice Education Search Committee
Nathernatics Departmant
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Laramie, Wyoming 82071



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Seek Austiani Fridessor of Special Education, Irinure-track, in the Department of Special Education and Communication Disorders. Will gualifying the all aspects of undergatabase and graduate level finitely programs for track-thought and the programs for track-thought substitution of the programs of th

port. Requires Ph.D. with couplasts in special columbian. Prober experience washing with students with special needs. Must have knowledge of state-side-seal probe that the state of the st

unning and experience. Screening of applicants will begin March 1, amil continue until a ramibilate is hired. Sand latter of application, professional vita, amil three rurient letters of

Dr. Pat Mironda, Chair Search Committee, Special Education and Communication Disorders University of Nebrasia-1 Incoln Lincoln, Nebrasia 26583-0732

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Position available, 4, 1992, subject to availability of landing,
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Wayne State University

Associate or Full Professor Specializing in Dispute Resolution Research

Wayna Slata University's College of Urban, Labns, and Metrocolless (CLILMA) seeks a senior schedar in dispute resolution these, Agrees welcome from the sen isl or behavioral sciences, law, Industrial robe requiparts relating with trapits such as bapaciness seates; make pay exces, and ethnir, curbanal or genior values in dispute resolution. esses, and country, cranatar to german years in organic montain. The appendure will be coppered to reasourse leadership in the develop-curricultum, particularly relating to CULMA's new Monte's in Dopasi batton being ingluenessed in conquestion with Season Season Season. Batton being ingluenessed in conquestion with Season Season Season.

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Must meet University requirements for tenue at Associate or Fish Profess e Salary is Compoline and commensionate with eye.
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of Biology/Ecology

of Natural Resources and Mothers and Services and Service

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met, Western Michigen Unaversety. Kala-natna, Michigan 49008. Review of aptica-tion will begin February 20, 1992 and sulf outage state problem is falled.

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Meliteral Histury. A specially in Western European motieval history is required; a specialty in the early Middle Ages is preferral. A strong second field in the Roman history is specier. C. Gratilates work in medical literature and/or art history would enhance the application. Teaching responsibilities may include, rater also, Western Civilization, surveys of the dissical world, and upper-division medical history. MATHEMATICS

MATHEMATICS

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Philosophy of Science/Canlemporary British and American Philosophyl

Excellence in teaching is of primary concorn. The laculty onember should
expect most teaching to be in required Ceneral Education courses such insections, where knowledge of various ethical Irealities is presumed. Teaching
responsibilities my include, into "ath, philosophy of science, constemporary
British philosophy, contemporary American philosophy, introduction to
philosophy, cital thinking, philosophy of the human person, philosophical
ibicology, ethics, bloothics, business ethics.

PSYCHOLOGY

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(r) Lenovarce E. Marphy, Cloti, Department of Psychology)

Undergraduate department with faculty interests to developmental, cognitive, social, operfunctals, psychometrics, cross-culturit, and industrial dregarizational. Applicants should also submit a four-page statement of creatation to psychology and teaching.

Clinical Psychology. Clinical experience is required; licensure is desired. Teaching responsibilities may locitate, inter alia, abnormal, counseling, adult development, introductury psychology, and areas of professional interest. One-goar Tran Bestlion, pending budgelary approxed.

Experimental Psychology. Teaching Responsibilities may include, inter alia, learning, cognitive, physiological, statistics for social scientists, research design, introductory psychology.

Applicants should submit a letter of application, currisches wine, transcripts, brief description of research plans, evidence of tenching ability, and three letters of recommendation to the appropriate Search Committee at the following nditress: University of San Francisco, 2130 Fulton Street, San Francisco, CA 2417,7488.

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AEROSPACE ENGINEERING

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Qualified applicants are in vited to send a carriculum vitae with the mass and addresses of three reletences and a statement of interest and qualifications. Nonmonitions and applications should be submitted to:

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Heferrard start date for all posturion is August 1972. All acatches will remain open until pratitions are filled. Send letter of application including statement of educational philosophy, was, officed produce transcripts, and mones of three references who can be contacted by releptune to the Search Commune.

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Biology: Terrure insek fazulty postion available August 19, 1992. Responsibilities include developing and teaching courses in butiens, anatomy/physiology, mirrobiology and genetics, blastes degree required, decloruse preferred in Biology but brendth of premariables is visiblematic increases.

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Educational Administration/ Leadership Faculty

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TEACHER EDUCATION POSTION Department of Teacher Education: elementary and secondary tracking certification programs. Due bill time, tenure treek furnity position, beginning (ungust, 1992).

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Assistant Professor - History

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FACULTY Elementary Education

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INSTRUCTOR GERMAR (Job #20): Hawers degree in Germen with Language and Literature emphasis required if a intitle speaker, a master's degree in a calend field of a Linguistica, I lieratural may be enhalled. Prior teaching experi-tions and adopt adopt travel in Commany preferror.

INSTRUCTOR SPEECH (Job #21): Master's riagree in Speech required. Some college leaching experience preferred.

INSTRUCTOR ART (Job #22) Histor's degree in Art with an emphesis on visual arts required.

INSTRUCTOR ECONOMICS & HISTORY (Job #23) Marier's degree in Economics or History. Preparation in the non-dence shoot in willingues to closing articular level preparation during the probabilisations, period required. INSTRUCTOR GEODRAPHY (Los #24): Master's degree in Geography or o closely related tilscipline will) 30 quarter hours in Geography required. The ability to leach a second Social Science discipline preferred.

INSTRUCTOR COMPOSITION/LITERATURE (Job #25) 19 positionals Pasters degree in English or inserted of the arts degree in Costa Browner consent in required with all least 0 of literature consent in required with all least 0 of literature consent in required with all least 0 of literature consent in required with all least 0 of literature consent in required with all least 0 of literature consents in required with all least 0 of liter

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TEACHER EDUCATION POSITION Department of Teacher Education; elementery and eccoulary teaching certification programs. One tall time, tenure track Jacuby position, beginning August, 1992.

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Assistant Professor - History

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PROFESSOR AND HEAD DEPARTMENT OF AEROSPACE ENGINEERING AUBURN UNIVERSITY

The Chronicle of Higher Education • February 5, 1992

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J. M. Owens J. M. Owens Chattung, Aeruspace Department Head Search Committee College of Engineering 108 Rumsay Hall Auhurn University, Alabama, 36849-5330 Phone; 1205 044-3426

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Faculty Vacancies

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AGACOM, depending on qualifications and experience. MAGC in against progressive, two-year member maintarton of the Un-turing Spiten of Georgia. The College he an emultiment ut over 1,6/10 missing, 800 of whom live in the College's readence falls. Tition is a small of it [400] neithern situated about three hours from Atlanta and Jack-smile, Roids.

intented persons should send letters of interest, résumés, letters of tecom-medation, and transcripts to the appropriate Division Chairs Intel above

ARAC IS COMMITTED TO THE CONCEPT AND REALITY IN CULTURAL DIVERSITY, AND STRONGLY RECEIPRAGES APPLICATIONS FROM MINORITIES.

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Application desolitate. February 28, 1972 Submit a tenter of application, three letters of services and street of services, end surfection wides to Professor Francis H Curtis, Chair Department of Education, University of Scarsino, PA 18510-4632 Tea University of Scarsino, PA 18510-4632 Tea University of Scarsino is an AVIETO Employer.

PORTLAND COMMUNITY COLLEGE

Portland Community College is a mail common remortheasthy community college. Alth Birne major campuses, hos control and a munifar of saletine focusions. It wiles reducibental expolumentation in a district with a 1,500 requare rolle in ca-culation of the common of the college of the colleg

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INSTRUCTOR THISCAL EXECUTION 1406 #401 [2] postillone]: Piede're' degree in Physical Education or equivalent,
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INSTRUCTION BURISHO (Lob A-1) i Marker degree in hussing with emphase in Psycialistic or ModicalSimplical musking and a current secondamented deplaced flushing license with the ability to be licensed in Origina required. These years receil appears to in Psychietric or ModicalSimplical musking required.

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Agreement and college policy, Detailing and Jahnning casses may be ensuigned. All positions are engiged to budget consideradate and expected.

STARTING SALARY: \$25,500-\$27,500 plus excellent fringe benefit plan

Start Employment Portland Corumunity College P. O. Hax 19000 Portland, OR 97219-0990 Thorse (503) 273-2825

ac reference application packet requests by job man a and job m ned to the Staff Employment office by 2:00 p.m. on Wednesday. All application materials must be completed and returning 20, 1992.

As an Affirmative Action, Equal Opportunity Institution, Portiant Community CoNege continues to promote staff diversity, Natural law, women and the physically clusteraged are encouraged to apply.

College of Medicine

The University of South Alabama College of Medicine currently recruiting for faculty positions in the following areas:

Annuhesiology ics & Gynecology

Orthopedica Pathology Pediatrics Pharmacolog Psychiatry Radiology Surgery

For specific information and details, contact the department of interest directly College of Medicine
University of South Alabama
Mobile, Alabama 36088

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Bulletin Board (202) 466-1050

Shepherd School of Music Rice University

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University of Rochester School of Nursing

The University of Rachester School of Nursing cominues to be a leader in the nursing prafession by developing innavative pragrams in education, research and practice (unification model). The School of Nursing has an enrollment of 470 students (undergraduate, graduate and doctoral). The caminuing development of the unification model now includes a new Cammunity Nursing Center in addition to the historic relationship with Strong Memorial Haspital. The unification model affers unique apportunities far facultyladministratars seeking to integrate research, education and practice.

The following position is avoilable:

Chair of the Division of Health Restoration

Responsibilities include: Coordination of the Division's academic programs, promoting professional development of faculty; facilitating research to enhance the division: and management of personnel, budgets and resources. In addition, the Chair interfaces with clinical services in the Medical Center and community. The Chair of the Division of Health Restoration reports to the Associate Dean of Academic Affairs. Qualifications: Doctoral degree with Master's in nursing preferred; experience in teaching, practice, research and administration; credentials commensurate with tenure, or potential for tenure, appointment at the rank of Associate Professor or Professor; and eligible for NYS licensure as a Registered Professional

Send letter of application and resume to:

Margaret Briody, M.S.N., R.N., University of Rochester School of Nursing, 601 Elmwood Avc., Box HWH, Rochester, NY 14642

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Music Education/Voice

Gosphing musta program seeks to odd o full-lines facelty member to seek the program of the prog



MERCED Community College District

announces the following positions for Academic Year 1992-93

March 18 March 9 Morch 24 March 12 Morch 2 March 2 Morch 2 March 2

Doen of Instructional Services Vice President of Student Parsonnel *The District will fill two isculty positions that may include combined assignments. Applicants must meet minimum qualifications of all least two of the four ereas listed.

Submit the following required materials by the closing date:

1) District application form 2) Latter of inferest

Sand to:

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POSTDOCTORAL FELLOWSHIPS IN INTERNATIONAL PEACE AND SECURITY

The University of Cultima's version-wide Institute on Global Certifician Cooperation (IGCC) amounters its third amount postdoctout fellowable competition in international passes and security. The Editowships are formed by 1992 areas in the year and curry a stipened of \$30,000. (1) to in large content of \$100,000 and \$100,000 and

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Professor of Video 9-Month Salary: \$33,200

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Bushwas Management: Faculty. The Uni-yet'sly of Rip Grande announces an open-ment of a position for a faculty member in the College of Business Management. Respon-sibilities of this tenure-frack position in-clude (astruction in full-yanged sumape-

MILLETIN BOARD: Positions available

of California, Irvine, Irvine, CA 92717.

Wal-Mart Chair in Marketing

College of Business Administration

UNIVERSITY OF ARKANSAS

Reularians and applications are being assight to the Wal-Mart Chair in Radading in the College of Business Administration at the Disversity of Adman. Due to the nature of the chair, a proference will be given in popelvils as laterest in retailing or relating related activities present a state of the chair of the chair of the chair present will be considered. Qualified application will have

a recognized national reputation for research excellence and su-prior leaching skills in the held of marketing:

the ability and experience to work effectively with Insiness and poinsional leaders of Arkansas and the nation, both habite and satisfe the academic realing.

be personal energy and interest to attract and develop exceptions as see and women who will be tonogrow's teachers and bush

adeate to make high-level professional contributions for a sub-stantal period of time; and

Wab Mart Chair Search Cummblee Room 302 College of Bunnessa Admunistration University of Arkanvas Fayotteville, AR 72701

The University of Arkanses is an Equal Opportunity, Affirmative Action Employer. Qualified women, minuritias and disobled individuals are traininged to apply.

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CENTRAL FLORIDA

Brevard Campus

Special Education Position

Addated Professor (Boundel Inch) in Special Education. Dischartic Addated Professor (Boundel Inch) in Special Education. Add to the Special Education with demonstrated accordance and the Special Education with accordance and accord

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accombinent to contributing is the insprovement of both under-godulus and graduate programs in marketing, whether or applications for the Wal-Mart Chaic in Marketing about aided by

University of California, Irvine

Positions in Mathematics Education,

The University of California, Irvine seeks applicants for Assistant Professor The University of Cautornia, Invine Seeks applicants for Assistant Professor positions in Mathematics Education and Science Education, and an Associate Professor position in Educational Administration, for the 1992/93 academic

Science Education and Educational Administration

Professor position in Educational Administration, for the 1992/93 academic year Preference will be given to candidates whose work has addressed the needs didleres exchool populations. Requirements: Earned doctorate in a perinent field, a distinguished record of research and scholarly publications and saccessful eaching experience. Responsibilities: Successful applicants will participate in instruction within new graduate programs, be actively received in prohador presently and contribute to programs.

engaged in scholarly research, and contribute to programs which prepare leaders within K-12 education. UCI is an Affirmative Action Employer and

leaders within N-12 equations. Oct is an infinitely action complete and velcomes applications from minorities and women in these or other educa-tional fields, including those who have expertise in educational technology. Applications should include a resume, three letters of recommendation, and

Applications snouio incluoe a resume, three letters or recommendation, and copies of recent publications. Applications received by March 15, 1992 will be most timely, although later applications will be accepted. Application materials should be sent to: Alan Hoffer, Director of Education, University

The School of Education

UNIVERSITY OF SOUTHERN CALIFORNIA

The School of Education

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SCIENCE EDUCATION—Assistant Professor

Qualifications: Larned rhetarate in relevant discipling estendinability; successful traching experience in elementary us consistence, programs; launifarity with currector reforms in state of expecially in pre-crillegiate education; demonstrated research or in ancient generate in science or education.

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Responsibilities: Exciteing to that University's evolving terms and an amount of excitent collection of the science of the scie

READING/WRITING—Assistant Professor

Qualifications: famed declarate with specialization in readinguing gauge/library; successful true hing experience in public school; inti-with varie utar, multis silunal, and bilingual issued; research compar-ative of specialization. ares in spectamenton.

Responsibilities: I van hing ure begranhale and graduate courts into exha album and in imaster's and the brate degree programs; deeligh client fraccals him spectalization; seeking luming for enhancing second-application in specialization and programs.

oppin and in special cancains, Applications: word fother of application, a criciulum vitae, and sawd numbers for direct necessary and the Professor Johanna Levick, WPI I. USC., Ins. Angeles, CA 90009-0031. Review of applicational Matt In 15, 1992 and creditions until search is completed.

USC is deeply committed to a policy of consurtunity/al/frmative action in employmen

TRENTON STATE COLLEGE



DE PARTMENT OF COMMUNICATION AND THEATER ASSISTANT PROFESSOR

The Department of Communication
and Theater is seeking to file a tenure track, adoption 1990.
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The Department of Communicat canic must have a Ph.D., accollent teaching ability and strong research interests. Preferred areas of experience interests and experience interests and experience and experience and experience and experience interests of experience and experience in the experience in the experience and experience in the exper

Professor of Art History 9 - Month Salary: \$33,200

The Savannah College of Art and besign seeks applicable a full-time faculty position in art listory. The Collegues BPA and IPIA degrees in eleven majors, including allows as well as the B.Arch, degree, Art history is equipped as tended of the student's liberal arts curriculum and applications and the student's liberal arts curriculum and applications are controlled as the student's liberal arts curriculum and applications are controlled as the student's liberal arts curriculum and applications are controlled as the student and applications are controlled as the student and arts are controlled as the student and arts are controlled as the student and arts are controlled as the student arts are controlled as

MOREHEAD STATE UNIVERSITY COLLEGE OF EDUCATION AND BEHAVIORAL SCIENCES

ASSISTANT PROFESSOR OF COUNSELOR EDUCATION

Morehead State University invites applications on a bonuse-leack posicounts to extract para-lic on a Assistant Professional Counts of the Responsibilities of the Responsibili-ties of the Responsibilities of the Responsibili-ties of the Responsibilities of the Responsibilities to the Responsibilities of the Resp lion os Assistant Professor urriculum vitos, ond three let-

then March 18, 1992, to: Office of Personnel Services Acet. Prof. Coun.

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MOREHEAD

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WESTERN MICHIGAN UNIVERSITY

COLLEGE OF EDUCATION

All positions are at the Asistant Protessor level, and sanuer tack appointments; availability subject to resourcus. Salary will be competible: The academic year is eight months; however, faculty who succh spring or summer section receive an additional 11 for all their subary for acade three credit hours supply. A full range of bringe baneful, including full TAMPER contribution. I provided.

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DEPARTMENT OF CONSUMER RESOURCES AND TECHNOLOGY FAMILY STUDIES Earned Pt.D. In Itaniy and child development or a state laded in sequence. Consider the state of t

Apply for Dr. Linds L. Dannison, Chair, Department of Consumer Resources and Technology, Western Michi-gan University, Kalamaroo, MI 49008-5087. DEPARTMENT OF COUNSELOS EDUCATION AND COUNSELING PSYCHOLOGY

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service.
Apply so: Dr. Eugene W. Thompson, Chair, Department of Educational Lariaship, Western Michigan University, Kalamazo, Mi 49008
DEPARTMENT OF EDUCATION ANU PROCESSIONAL DEVELOPMENT

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OFFASTMENT OF HEALTH, SUVEICAL EDUCATION AND SECSEATION

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Apply to: Chair, Department of HPER Search Committee, Department of Health, Physical Education and Recreation, Western Michigan University, 240 North Hall, Katemazoo, MI 49008.

Western Michigan University has a Carregia Documi I Classification and is one of the state's free gradual-hierance universities. It amount and the state of the

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Western Michigan University is an Equal Opportunity Employes. In adultion, it has amisarised upon a vigorous differentive action program and encourages the applications of women and mambers of mitnority groups who are qualified for this position.

Chewistry Taunes-track, Brank's postularly control of the grainest boart in Chemistry of the control of the con

Chemistry: Assistant Professor of Chemistry. Morehead State University invites applications and sometestions for a temperature position as Assistant Professor of Chamistry beginning August, 1992. Responsibilities: Touch freahman and organic chamistry; professor of chemistry; pringing and direct inviteration.



School of Education

Faculty Position in Educational Administration

We until applications for an Assistant Professor position in the Educational Administration Program of the School of Filocolor, Applica-tional Administration Program of the School of Filocolor, Applica-tions from women and minutities are expectably encouraged. This course make appendentum till heigh in August 1992, are in provides an appendicularly to continue a central rule in the School's Masser's, Educational Specialist, and doctoral programs in Educational Administra-tion. These programs currently enroll approximately 150 part-line and full-time students.

Qualifications: An extract declarate in Educational Administration, Qualifornium An extrued dactorage in Editacional Administration, with an emphasis in green administration at the KELP object particular interest and expertise in against administration programment and relational interesting administration experience in KELP editacion, including experience as a building principal, demonstrated addity in conten-paramente and for qualitative research and experience of exhaulty contributions to the field of editacional administration through re-vearch and demonstration of the content of the con search, publications, and presentations at professional meetings. Ap-propriate teaching experience at the graduur level (valso highly desi-able.

Responsibilities: Teach master's through doctoral courses in reduca-tional administration, administration or courses on the principalship, againzational development, and educational besterning assist in acpervising practice and internships in educational administration, adprocessing practice and interestible in evolutional administrations already to be students as a large and evolutions to extend the administration and the students of the students and include the control effects of the students and include the control efficient from the control administration of the evolution of

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Application materials should include:

- A brief cover letter which explains professional education, experience, and suitability for the position
- 2. A concise current resume
- 5. The names, addresses (lincluding titles and instimitons), and telephone numbers of the references

The search committee cannot consider other unsolicited materials, Complete application insterials about the sent to:

James Stronge, Chair Educational Administration Search Committee

School of Education

The College of William and Mary P.D. Box 8795

Williamsburg, VA 25187-8795

The review of application materials will begin February 24, 1992, and continue until the position is filled.

The College of William and Mary is an officentive netron/equal opportunity

Research Assistant Professor

Section Research Assistant Professor

Section Research Assistant Professor

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Chemistry: University of Rediands, Assistant Professor of Chemistry, two-year facul-ty position. The University of Rediands seeks to fill a two-year non-tenurs track. Assistant Professor of Chemistry beginning Spatember; 1992, Individuals in my feld of facilities and opportunities re research, and direction research is encouraged. To undergraduster research is encouraged. To apply send, letter of sorbication, carrieu-hum vitae, and three current letters of rec-commendation to Dr. Robert Herbyeth, University of Redisods, 1200 E. Cotton Av-coor, Rechards, California 23273-0997 ac-committee will begin review of completed applications on 23 March 1992 and will contions until the restitute is filled. The University of Rediands is committed in fos-tering multi-collustral diversity and is an EOH. Applications from wonsts and mi-norities are especially enrouraged.

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FALL 1992 FACULTY POSITIONS

Bismarck State College Biemarck, North Dakota

Assistant Professor of Biology: Responsibilities include leaching biology and other base science courses. Appropriate master's degree required. Preferences college leaching experience, associate degree from a community college, doctorate

Assistant Professor of English: Appropriate master's degree required. Preference: college teaching experience, associate degree from a community college, doctorate.

lege, doctoreit.

Assistant Professor of Maltir Two positions open. One neutres skillly to teach introductory IASIC computer courses and possibly FORTRAN. The croot magnitude shilly to beach demention and enhanced states. Appropriate master's degree requised. Privaverax: college teaching experience, associate degree time accumulate college, doctories.

Assistant Professor of Theoretic Sprach: Responsibilities include teaching course. Appropriate makes of the professor of the pr

propriate text.

These are nin-month, full-time, instance-mark positions. In addition to teaching, cosponalisties include studies additing and committee work. Competitive saliny compenies the time to the competitive saliny including TMACREE Reteterments, with competitive saliny things the policies application, a letter of application, resums, and official graduate and undergraduate transcripts by March 13.

Bismanck State College is a comprehensive community college, founded in 1939 Located in the capital city of North Dakola, it has an FTE enrollment of approad

BISMARCK STATE COLLEGE

LES BARNES CHAIR IN QUALITY MANAGEMENT

LIGHT SHARKES CHAIR IN QUALITY MANAGEMENT PLEASED PARKETS (THE IN COLUMN TO A CHAIR IN CALLITY MANAGEMENT). The University of Bullion is continued to a state of the Chair in Callin In Callin IV (AULTY MANAGEMENT). The University is proceeding to the Chair in Callin IV (AULTY MANAGEMENT) and in Callin IV (AULTY MANAGE

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The University of Mismi is an equal opportunity employer and a drug free work place. We encourage applications from females, veterans, disabled and minority group applicants.

To apply, call the:

Office of Personnel Servicea Blamarck State College 701-224-5427

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Rank and salary are orgotable, based as qualification and experience. Position is available at the beginning of the fill 1992 semester.

Send letter of application, resume and three references to Dr. Chemmont F. Vontress, Chair Search Committee for Convocing Faculty Boston Department of Human Services The George Washington University Washington, DC 20052

Screening begins April 3 and will continue until po-Womers and industrities are encouraged to apply.

Western Illinois University

Chairperson, Department of Media and **Educational Technology**

Publismi Jepantoveni Champeroni, Alveka and Laka ational Technologi, be may responsibilities are to administer the elegantore of all facilities and and administer program in planting adoptiventle, administer course in observa-tional computing, interacy a wayer; thereign the master's depte about manifest insingly, energes Disorder's Staffling Lake attent between the observation of the administer of the administer of the administer. The administer of the administer of the administer of the administer of the administer.

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The University of teaching.

The University by Community Western filmoir University is a region for university with 13,000 students and is forcated in a community of 10,000 the Community processes, all the advantages of a mid-steed unrestry, as located within easy delving chilance of three metropolitan area. Deadfine: Surreming heghts after February 18, 1992 and will confine of position is filled. Starting date July 1, 1992.

Send a feller of application, three letters of inference, vita, academic to scripts and other documentation of accomplishments to:

Dr. Donald C. Truyer, Champerson Mrdia & Educaturual Technology Seatch Committee Western Illinois University Macomb, Blnois 61455 1309: 298-1961

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Applications a received where Lebrarary 17, 1995 carego by a varied consecration. 2014 are an Andread.

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Communication University of Hamburg Communication Dynamics are strict and restrict the property of the property

BULLETIN BOARD: Positions available

ENDOWED CHAIR OF EXCELLENCE IN THE HUMANITIES

The University of Tennessee at Chattanooga

College of Arts and Sciences at The University of Tennessee at Chattanooga seeks an outstanding scholar-teacher for appointment to the Chair of Excellence in the humanities. The appointment may be for a period of one year or longer.

hamanues. The appointmental may be not a period of one year of longer. The chalrholder with be expected to bring to the University at dislinguished record reaching and research or creative activity in the humanities art history, muscle history, illerature, theatire bistory, religious studies, philosophy, languages, and history. History and the history are studied by the history and provide a public presence for the humanities muscle commands. During 1992-93, the chalrholder may have the opportunity to explore with the University the possible creation of a Center for the Humanities. The chalrholder reports to the Dean of the College of Arts and Sciences.

The next appointment will be made for the 1992-83 scadenic year, beginning August 1, 1992. Applications and nonthinations for later academic years will also be considered. Applications, nominations, or requests for further information should be addressed to:

Dr. Robert Fulton. Chair Advisory Committee American National Bank Chair of Excellence in Humanities 202 Guerry The University of Tennessee at Chattanooga 615 McCallie Avenue Chattanooga, TN 57403-2598

Applicants should send a letter indicating their interest in the position, a current résumé, and the names and addresses of five references. Applications received prior to March 1, 1992, will receive the references. Applications received prior to March 1, 1992, will receive the state appointments of the 1992-59 appointment and may be consideration for appointment in 1992-93 and will receive consideration for alter years. The search committee especially encourages women and minorities to apply. The University of Tennesses at Chattanooga is an Legal Opportunity, Affirmative Action/Title t/VSection 504 Institution.

The University of Tennessec at Chattanooga (UTC) is located near downtown Chattanooga on a traditional, tree-lined campus of nearly (0.0 acres, sustained by storng traditions of its lengthy listory as a private church-related university piece to 1959, the University benefits from distinctive identification with one of the eddest land-grant universities in the nation.

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College of Education, Nursing and Health Professions

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THE UNIVERBITTY OF HARTFORD is a dynamic, comprolerate, inde-pendent Institution located on a \$28-act or campus in subscrip-mentary, close to neitonerly record campus in subscript in the subscript in the control of the control of the control of the subscript in the control of the control of the control of the \$30 latel-time faculty, the University office programming through list dectaral level to come 8,000 students.

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SENIOR RESEARCH

Senior Research Associa

ASSOCIATE

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position available in a Univereity. The position involves responsibilities for in-elastic epectroscopies on aerosols using high resolu-tion laeers. Additional duties include routine mail

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laeers including ring dye leser. Qualitied applicants musi aleo demonstrate knowledge ol computar

knowledge of computer programming and must have a good publication record. Forty hours per week at a salary of \$28,050 per year. Please send resume and three refer-ence letters to:

ence letters to: Tilile Moore Ky. Job Services Ref.#825287

Yale University



School of Forestry and Environmental Studies

205 Prospect Street New Haven, CT 06511

FOREST MANAGEMENT

The Nile University School of Foresty and Environmental Studies is accelerate to appoint a terrorised Professor of Furest Management to sets and advise graduate students, conduct oxiginal recountry and to acts, as including with an education and to act to a find a find the education and to the Verperstance of Furest and a find the professor of the Verperstance of the Control of the Verperstance of

Pleas and curicular vitace statement of research and teaching interests; the names, addresses, and belephone morbes of the reference; and reinfan and doer examples of a stemic sud protestional work for Protestor John C. Gordon, Chair, Forest Management Search Committee.

Deadline for receipt of applications is February 15, 1992 or until suitable carulels was are hund. The pusition will be available by 1, 1992, for further internal and not have the Valle Stricol of Forestry and Environmental Studies and the position described above, call 203-422-5076 or 203-432-5107.

BIOMETEOROLOGY

Applications are instead for the position of Auktann Professor of Olemsteorology in the School of Forestry and Enforcemental Studies at Yate University. The surcessful applicant well be expected to user his no comprehensive graduate-level cours in almospheric school could not assure course inhibitories for the facility in techniques of the facility in the facility of the facility in the facility in the facility in the facility of the facility in the facility in the facility in the facility of the facility in the facility i

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NATURAL RESOURCE ECONOMIST

The Vale University School of Forestry and Environmental Studies in seeding to appoint an Assistant Professor of Natural Resource Economics to teach and advise greature students and to Forest Commission Studies and the Stu

tead one of the tollowing aleast: corests, witness, energy, water, storenes, are postularon. Please send culciulum vites: talentene of research and learning interest; the names, addresses, and lelephrate number of likes reference; and reprites and other examples of academic and professional work to: Professor Robert O. Mendelsohn, Clark, Natural Resource Economic Search Committee.

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ANIMAL OR WILDLIFE ECOLOGIST

The Yale University School of Forestry and Evincemental Studies is serving to appoint an Avisionar Professor of Arienal or Wideline Google to leach and advise graduate students and too Condidates woulding with the Each responsibilities include covers and an advise graduate students and too Condidates woulding with encourage of the Condidates would be continued to apply the Condidates would be continued to apply the Condidates with the Condidates would be continued to a possible of the Condidates would be continued to a possible of the Condidates would be continued to the Condidates with the Condidates would be continued to the Condidates with the Condidates with the Condidates would be continued to the Condidates with the Condidates would be continued to the Condidates with the Condidates with the Condidates would be continued to the Condidates with the Condidates would be condidated to the Condidates with the Condidates would be conditioned to the Condidates with the Condidates would be conditioned to the Condidates would be conditioned to the Condidates would be conditioned to the Con

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RESOURCE POLICY

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Communications: The Otio State Universi-ty at Newark is scaling an Assistant Pro-fessor for a full-time, 9-month, term 11-3



UNIVERSITY OF VIRGINIA



SCHOOL OF NURSING

FALL 1922 FACULTY POSITIONS

The University of Virginia, founded in 1819 by Thomas Jefferson, it ranked at need the leading public univertities in the ceasiny. The School of Nursing was established in 1901 and currently beam one land 305 underest aroulded in not extend the state of the school of Nursing. The School of Nursing, with a faculty of 3 individuals, is used for as schools of the University.

Applitations are invited for the following tull-time, tenure track positrons: Family Nurse Psactillone: Program Adult Health Noraing Community Health Numing Acutes/Critical Core Pediatic Norsing Psychiatric/Mental Health Nursing

All positions require a doctorate in nursing or related field, teaching experience and a record of schularly activity/recearch. Specific responsibilities and qualifications for each position are as follows:

Director—Family Norse Practitioner Program Primary responsibilities include daylooday coordination rid the program, curricular development, classroam localing and clinical instruction of students. Certification as a Family Nurse Practitions and evidence of clinical practice as a nurse practitioner are regulated.

Faculty—Adult Health Nuraing

nary responsibilities include clinical instruction and classroom teaching the baccalarreate program with additional upportunities in the master's gram. A master's degree in medical-surgical nursing in required.

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Faculty—Acute/Critical Care Pediatric Nursing Primary responsibilities include classroom and clinical instruction in the master's program. Applicants with research intensis in the nursing care of hospitalized children and lamilles are encouraged to apply. A master's degree in pediatric nursing is required.

Faculty-Psychiatric/Mental Health Numing

Faculty—Psychiatrichtental Health Naming
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Salary and lacelty rank for all positions are commensurate with education, experience and record of scholarship. Applications will be accepted until the positions are filled. Please send vita and names of three references to:

Sata W. Ameson, RN, Ph.D.
Courdinator of Faculty Recruitment
School of Nursing—Mcleod Hall, Box 1010
University of Virginia
Charlottesville, VA 22903-3395

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Writers/leachers of expository writing. Positions available, two-chieck of fall-time equivalent. Infall two year appointment renewable to maximum sky years. Teach fow subject-board writings germinars per semester (particular) and assist training of instruction and control of the properties of the pr

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The University of Maryland Eastern Shore Campus

Poalston Tisle: Chan, Department of Hord and Restaurant Management

Personnel Status: Full-time, twelve month, resure track faculty appointment ment
Responsibilitias: The Char of the Department of Hord and Restaurant
Minagement will be responsible for 3.0% seeching load. Other responsible
tires arbeids advantag audent, providing university and industry sorties,
terrogathering the hospitality industry advisory committee, intrinsing inserrit activities, and expanding the studies interruble program.

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Minthum Qualifications: A doctorate degree in a hospitality mintered agraind a munimum of two Qi year annagened aperitacing on the thospitality undustry. Candidates cit apply AID1 if defense will be make within one year of apposatures. Printerence will be given to andividuals with previous administrative experience in the development of productive releast programs.

ltuerested, qualified applicants abould aubmii curriculiust vitar, official tran-acripta and theee letters of recommendations by March 20, 1992 to:

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The successful candidate num be able to show accupable documentation proving identity and establishing the right to accept amployment in the United States of America UNIES is an EEO/AA employer, a drug-free work place, and enforces a no-stroking policy applicable to all compus buildings.

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In Master of Ministry Program

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Candidates should submit a résume Dr. Martin F. Larety Vicc President foa Academic Affairs Ursuline College 2550 Lsuder fload Pepper Pike, Ohio 44124

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THE AARON DIAMOND FOUNDATION POSIDOCTORAL RESEARCH FELLOWSHIPS in the Biomedical and Social Sciences

The Chronicle of Higher Education • February 5, 1997

AIDS OR DRUG ABUSE RESEARCH ADS OR DRUG ABUSE RESEARCH
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OKLAHOMA STATE UNIVERSITY DEPARTMENT OF CURRICULUM AND INSTRUCTION Stillwater, OK 74078-0148

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Elementary Education: Touch upper divisions and graduata coursells elementary education; direct clinical experiences in area schools.

Review of applications will begin March 2, 1992 and continue settlement of applications will begin March 2, 1992 and continue settlement to make the settlement of the settlem

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The Protessional Writing Division is now accepting applications for the senior-level position of Chairper-son. The Chairperson reports to 8no Offices of the Own of Faculty and Curriculum and is a member at the President's Council. This is a twelve-month.

The Buildas Includes six departments: Commercial femelop. Compassition, Frim Scoting, Harmony, zar Composition and Songwriting. The Division of-lass entre one hundred different courses by 60 local-ing numbers sample over 300 subsets conclosed in las sainbeat snapes. The Harmony, Amanging and Composition departments, addenously, ofter exposed courses for all of the Collego's 2900 subsets, includ-ing courses to conducting, counterpoint, traditional for gourses to conducting, counterpoint, traditional

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SCHOOL OF APPLIED SCIENCE AND TECHNOLOGY

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SCHOOL OF APPLIED SCIENCE AND TECHNOLOGY
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SCHOOL OF PUBLIC AND ALLIED HEALTH

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East Tennessee State University Johnson City, Tennessee 37614-0002



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DUQUESNE UNIVERSITY

Pittsburgh, Pennsylvania 15282

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SCIENCE EDUCATION—Assistant Professor

Qualifications: Earned factorate in relevant discipling, extensive premie featuring successful feeding experience in elementary or secondary who is some purposent familiarity with curry data returner in a more eith attain, expectably in prescribingate who also, demonstrated research competence in another generation to receive eith attain.

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Requirement for Education Specialist: Muster's degree in Special Education or Educa-tion required, Doctomic preferred. Three years of successful selecting professional especial

focultraments for Psychologist: Maser's degree in Psychology required. Discionate pre-lerred. Three years of successful, relevant professional experience. Please contact the EMC Human Resources Office Jaddees and stellphone marbler listed octow) for detailed viscancy announcements which outline the job description and quantitions of each populor.

APPLICATION: Candidates must send in Letter of Application, Resume, and the Namus and Bearn's Contine! Information of Five [3] References to Screening Committee. Human Resources/ECO/AA Office, Estern Montana College, 1500 N 30th Street, Billings. M1 39101-0209; (400) 657-2278

DEADLING: Applications received by Fabruary 28, 1992 will be given preference review, however, applicators will be accepted only position in fixed. Bastern Montana Confession and Equal. Opportunity. Affirmative Action Employers. Women and Million light in announcement of employers.

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Assistant Director of Student Services

The Chronicle of Higher Education • February 5, 1997

The College of Human Ecology invites applications for Assistant Director of Student Sovices. This positions one of three assistant directors in the Ottice of Student Services. Primary asponsibilities include student services. Primary responsibilities include general academic and personal adding and counseling, development of career services including career library, and development of programs for international students.

programs for international students, the Office of Student Sentices is the center of undergraduate student sentices in the College, providing administration was student services, retained student services, International student programs, coreer development, academic intervention, academic courseling, personal counseling, errollment, and registration.

The position requires a Master's degree or equivalent ina position requires a Moder's degree or equivalent appelance in an area of student personnel appelance in an area of student personnel appelance of the student of the student accordance of the student of the student personnel work: commitment to work cooperately with colleagues in the Office and the College and commitment to help students to successfully integrate thermolyse sho the accordance file of the College and the University.

The position is available september 1, 1992; an earlier start dale may be negotiated. Rive-year epolitical start dale may be negotiated. Rive-year epopoliment, Salay: mid 20: Send cover latter and resume to: Search Committee, Dept. ABUTE, Comel University, Staffing Service, 160 Day Hall, thaca, NY 14653-260.



Director of Human Resources University of Houston

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Ms. Pat Deeves Office of the Sentor Vice President, Administration and Finance University of Horiston Human, 1x 7204-2162

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HEAD, DIVISION OF SPECIAL COLLECTIONS

The 1. Paul Getty Center for the 'bishay of Act and the Itunantics, located in Santa Monica, California, seeks a Hand for the Devision of Special Callections, Reporting to the Assistant Direct, Resource Collections and workings for working the St. Bibliographic and Pite food of Collection Goognest, the intrividual will so seek the seek of the Collections and its initial collections of the Devision of Special Collections and its initial collections will be an impurished direction of this person's responsibilities. The Feed will also exceed the collections will be an impurished direction of this person's responsibilities. The Feed will also execute the collections will be an impurished direction of this person's responsibilities. The Feed will also execute the collections will be an impurished collection of the person of the person of the collections will be an impurished collection of this person's responsibilities.

of history, sources, manners and time in passes recommended to the successful candidate must have a numbrum of five in seven years' administrative experience in a complex academic or research Institution, profesoldy one of an intentisciplinary character. The Head of Special Collection handle the a scholar who is sensitive to the needs of research conducted in a multi-media interdisciplinary environment. An intensi in the history of at and/or related areas of the APh.D. in a subject area or equivalent training and experience is required. Broad reading knowledge Aftering languages is required with complete fluency in all least one western European language.

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Please do not reply directly in the Getty Center. Send resume including salary history to:

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supervising student psogrammers. Backedor's degree, postmerare with Maintesk and 10M hardware and peripherals experience with software amboting book (e.g., C. Docod, HyperTold, AM, I, consessant development, use indebtase disease), hyperTold, AM, I, consessant development, use in indebtase disease configurations are not as a supervision of the configuration of the Send lefter of application and resume by February 21, 1902 to:

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DIRECTOR OF PLANNED GIVING

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FRANKLIN UNIVERSITY Personnel Department—DP 2015. Grant Avenue Columbus, OH 43215

DIRECTOR OF LEARNING RESOURCES

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e will attend the 1992 OSHKOSH PLACEMENT EXCHANGE. Oirect inculnes and applications to:

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Residence Life
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Mortheastern University

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Educations Assistant Professor, teo ft, begioning August, 1992. Ph D. or frequired. Salary: Commensurate ademic qualifications and experience and experience of the proposition froduction to Literature courses; undest teacher supervision.

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UNIVERSITY OF CALIFORNIA OFFICE OF THE PRESIDENT Financial Systems Manager

for DOE Laboratory Oversight Program

The Office of the President is the central administrativa for the nine campuses in the University of California System (ICC, In addition, the Office of the President, under countert with the Department of Energy (IOCE), manages three laboratorias, Lawronce Bet-kely Laboratory, Lawronce Livermone National Laboratory, and Schmiston National Laboratory.

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cial policies a defanile plus. A "U" clearance viru be required.

SALARY RANGE: Commensurate with qualifications and experience.
Send resumé by March b, 1992 to Betty M. Armstrong, Heidrick and
Siruggies, Inc., 300 S. Grand Ave., Los Angeles, CA 90071. AA/EOE.

REGISTRAR/DIRECTOR OF ADMISSIONS

Armstrong State Collage Invites applications for the position of Registrar Director of Admissions to be available July 1, 1992. The Green of Admission reports to the Dean of Academics and Envolved to the Constitution of Academics and Envolved to the State of the Constitution of the C

Armstrong seeks an individual who:

possessor outstanding prior experience and success in the field of enrollment management; possessor storing management and team building skills; possessor storing management and team building skills; sensor storing management and team building skills; sensor storing management and subjects; dispersion of the storing storing

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Indiana University is an equal opportunity, alternative action expolager. He Department
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Associate Director, Corporate and Foundation Relations

Barnard College, Columbia University seeks an experienced professional as the Associate Director for Corporate and Foundation Relations in the College's \$100 million capital campaign.

The Chronicle of Higher Education • February 5, 1992

The Associate Director will help develop corporate and foundation plans and strategies; identify, research and track prospects; write proposals; and report to foundations and corporations concerning the status and progress of grants. Extensive faculty contact is

A candidate should have substantial development experience and knowledge of foundations. Expericace in corporate funding is also important, as are excellent writing skills.

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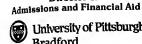
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University of Pittsburgh **Bradford**

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Requirements: Master's degree and 3-5 years expensation in admissions, nandal aid, and/or enrollment management. Salary is competitive. d, and/or enrollment management. Salary is compa tons, applications, and inquintes should be sent to

ps. K. James Evans, Chair Dr. K. James Evans, Chair Search Committee for Director of Admissions/Aid University of Hitchurgh at Smallord Bradford, PA 16/111-28/48

Review of applications begins March 1, but applications will be accepted will be position is filled. ANEEO.

SEARCH EXTENDED: COLLECTION DEVELOPMENT LIBRARIAN/ MANAGER OF COLLECTION SERVICES



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BA and Indeeship experience re-spired MA and hall stall experience preferred. Current salory \$15,429 based activated apartment, board and ben-etit parkage for 10 months. Summer comployment available.

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University of Indianapolis

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The Olbrie Institute for the History of Science and Technology is seeking a head ibit ation and curstor of the Burnay Ubitary who will possess the creative enhustaem, irredecual breedth and professional skills to make the fitting of a which should be seen the fitting of a which should be seen the fitting of a which professional skills to make the fitting of a which should be seen that the fitting of the fitt

We invite nominations and applications for this position.

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DIRECTOR OF SCHOOL ADVANCEMENT

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Professional Opportunity COORDINATOR OF DATA SERVICES

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California State University, Hayward

DIRECTOR OF THE LIBRARY

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Chair, Search Commissee for the Director of the Library
Officer of the Provoss and Vice President, Academic Affairs
California Stam University, Hayward
Hayward, CA 94342-2007.

Director of Indian Education Office

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The University of Tennessee at Chattanooga DIRECTOR

THE SCHOOL OF SOCIAL AND COMMUNITY SERVICES

The University of Tennesse at Chauseooga invites applications for an easierint ediminutracy to dime: The School of Sorial and Commanity Services and Commanity Services and Commanity Services and Commanity Services and Commanity Command Junice, Hussian Services Management, and Sorial Work. Though its 12 faculty members, The School offers backelor's degrees and in matter 4 degree in Cirman Junice.

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Qualifications for rhis position flocked n terminal degree in o discipline appropriate for leading the Srhool, excellent human missions stells and the adulty to brain Gonessus, demonstrated administrative ability, a mixed of work of the control of the

The University of Transasses at Chastanooga, n merober of the University of Teanessee System, has 6,200 undergradeste and 1,100 gradeste students. Its 85-sem campus is located in Chastanooga, a mid-tized city rommitted to instanious at mid-tized city rommitted to instanious of the criver from the committed to the criver from the critical committed to the critical critical

Applications, including a curriculum vitae and names and phone numbers of four references to Dr. Deborah Ariken, Chair of the \$5.5 Scarch Committee, do Graduon Studies, The University of Tennessee at Chairsongs, 613 McCallle Aveoue, Chutanooga, Tennessee 37483-2408.

Application review begins March 2 and will continue until position is filled. Application is effective August 1, 1992. The University of Tennessee at Chaistonoga is an equal opportunity, affirmative action, Tale IX, Section 194, ADA institution.

Special Projects Director - Enterprise Development

University of California, Davis

UC Davis seeks a Special Projects Director - Enterprisc Development This position reports to the Associate Vice Chancellor - Business Affairs And Is responsible for development/implementation of a computer the Computer of the Computer of the Computer of the Computer of the transparence of the Property of America Computer of the Computer of the cases enterprise of the Property of owned Acquired by the corpus for the

Applicanta need thorough knowledge of private and public sector business practices, thin real estate development process, and financial feasibility enaitysts. The position requiren excellent interpersonal, written, and onal communication acidia. Experience working for or with complex research universities in highly destinable.

Salary will be commensurate with experience/qualifications.

Submit résumé and 3 letters of reference by 3/16/92 to Janet C. Hamilton, Vice Chancellor - Administration, UC Davis, CA 98616, EOE.

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Rollins College Winter Park, Florida

The Chronicle of Higher Education • February 5, 1992

DIRECTOR OF STUDENT ACTIVITIES AND LEADERSHIP PROGRAMS

Rullius Cullege, a fair year redshield, private, libral us cullege, a fair year redshield, private, libral us cullege with 1450 undergraduates, is secking a Director of Student Activities and Leukenbilly Drognous. This is senior position in the Division of Student Affairs and reports to be Dean of the Cullege. The Director has broad responsibilities for applying student development theory is the areas of undenti upgant allows, powerment, unedis, faternities and surofiles, withinker and service programs, welfines pograms and derive localized programs and activities.

Minimum qualifications include a Master's degree in Higher Education, Student Personnel or related field and 3-5 years saucation, Mutical Persamad or related field and 3-5 year professional seperience with progressive levels of responsi-bility for student programming. A commitment to nerving the needs of real/affulting finnerities, women, gay and leibbin students is required. An appreciation and under the progression of the province of the province of delired, as we experience with a traditionally agad population. The position is available june 1, 1929.

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Applicants should subnit a leiter of application, resume and cannet, addresses, and telephone numbers of lines and cannet, addresses, and telephone numbers of lines of the control of the control

Rallins College assures equal employment opportunity through a continuing and effective affirmative action program. Minorities and women are recentinged to apply Rellino College maintains a non-smoking campus.



The University of Tennessee at Chattanooga

DIRECTOR OF UNIVERSITY RELATIONS

The University of Termennee at Challanogga, a metropolitan university of approximately 8,000 nutulents, neeks an experienced administrator whose responsibilities include diserting a comprehensive university relations program, cultivating productive relationships with the media, individual marketing and increasing UTCs whility regionally and nationally. But no marketing and increasing UTCs while the global productive the institutional determinent Distinctional Conference of the Charleston of th

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Qualifications require a bachelor's Heyree in communication/journalism or related field, three to live years of demonstrated success in public related field, and existence of an initiativanding of and commissions to publications, and existence of an initiativanding of and commissions to public field and a succession of a subsect of the superior desired to the subsect of the subsect of

Review of cardiactes will begin Market, 2, 1992 and will continue until the position in filled. Applicants should submit a letter of hierest salamit, official instruction in State dispersion in the Continue and a list of the reterence to Parsonage Director.

The University of Facinesses at Chattanooga 65 McCallier Avenue.
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DIRECTOR OF TEACHER EDUCATION

Academic Coordinator Series

The UCR School of Education is seeking to recruit a Director of Teacher Boulow white fish Academic Coordinator series. Teacher service with the distant the of Lecturer in Education is also desired.

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But position covers the fitcal year (July 1 through June 30), with salery ethics content on continuous extension coordinator series dependent upon experience and qualitation. Sating data for the position is negotiable, with either a July 1 or Symbol 1, 1992 starting data preferred.

APPLICATION PROCESS

Condition withing to be considered for the Director of Teacher Education price are twiced to send at letter expressing interest accompanied by a custoff the condition, the centificate should soled at letter the letters of element. Letters of reference which are submitted clinicity by the cardidate of the teachers. All materials are to be near the conditions.

Professor Dan Donfen, Associate Dean School of Education University of Criticaria Riverside, CA 92521-0128 (714) 787-5228/(714) 787-3942 (FAX)

eling additional information regarding this position or who would semination regarding thin position, should nidress their inquires last Double.

Application Deadline: April 17, 1992

The University of California, Riverside, is an equal apportunity, offirmative acts employer and seeks applications from minority condictates and women, and as from other qualified persons.

REGISTRAR

University of California, Riverside is looking for an individual temptage the oversit operation of its Office of the Registrar, a per of the Division of Enrollment Management.

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Salary range: \$4,608-\$5,758. For consideration, submit application or resume to: University of California, Riverside, Staff Personnel Office, 1160 University Ave., Dept. CH0191, Riverside, CA 92521, We are an affirmative action/

THE FOUNDATION OF THE STATE UNIVERSITY OF NEW YORK AT BINGHAMTON

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Director of Annual Giffing, Reports for Associates VP for Alumni A. Osvolicipmani. Supervisea annual giving seld, Responsible for organizing and directing comprehensive annual giving program to make lunds and comprehensive annual giving program to make lunds triends, University faculty and self. Duties include goed sattling; development and unique inservations and plant recombinates, organization includes a comprehensive and produce and plant recombinates, organization includes a comprehensive comprehensive and plant recombinates and unique self-development preferred. Excellent interpersonal and organizational development preferred and organizational development preferred. Excellent interpersonal and organizational development preferred and organizational development preferred and organizational development preferred and organizational development preferred. Excellent interpersonal and organization development preferred and organization development preferred and organization development preferred and organization development preferred. Excellent development preferred and organization development preferred and organization

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Director of User Services

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The George Washington University

Assistant Director for Campus Activities

Applications are invited for an Assistant Director for Campus Activities. This person is responsible for assisting the Director of Campus Activities with the design, the chipment and coordination of campus and sortifent activities.

GW is committed to enriching compassite for students. This is an important position widen the Campus Life organization, which includes Campus Activities, Residential Life. The Cloyd Heck Marvin Center, Information and Publications, Housing

Specific responsibilities include, but are not limited to

Advising the GW Program Board and its six committees in Adding the CW Program turing and in this committee in the design and implementation of activities, attiviting and maintaining the registration and recognition of student organizations, negociating building contracts with performers, califibitors and other program activities designing, developing and implementing a peer advisor program as a train and direct students in assisting student regularizations.

Other responsibilities include planning, coundinating and presenting activities for the GW community throughout the year including summer programs. Purents 194 and Welcome Weeks coundinating Campus Activities publication and including special committees for the Studient Association such as the founding heart. It forecoming and International Week, and developing budgers for organizations and projects related to job function

A Master's degree in student development or a related field preferred; equivalent combination of training and experi-ence may be substituted. Three years student service adminis tratire expedence required.

Triapply, send letter, resume and three references to.

Shella Curtin The George Washington University 2121 ESC, NW. Suite 402 Washington, DC 20052

Application materials may be fixed for (202) 994-0353. GW Representatives will be attending NACA in Dallas Nurphone calls please. Deadline: Pebruary 28, 1992.

📰 Abraham Baldwin AGRICULTURAL COLLEGE

Director of Continuing Education

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Office of Residential Life

RESIDENCE DIRECTOR

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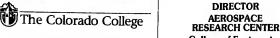
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Tarry Swenzen, Deen of Admission and Financial Aid
The Columbia College
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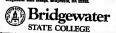
LAFAYETTE COLLEGE

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Bridgewater State College is seeking an experienced with an understanding of student desclopment thes

The successful candidate will have a Master's despete 1s Student Resonant, Higher Education as an initiated field, and 5 = years of programming appealance in a college stelling. Preleased we'b to give to candidates who are professionally active in srate or national engineering approximately. Bridgewater State College is located approximately 30 miles south o Roston authin an easy drive of Cape Cost. This College enter is 8100 full and part-times students with 5780 undergraduates and 1990 residen



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UNIVERSITY Fairfield, Connecticut

Head Coach

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Ryorth South Center

RESEARCH ASSOCIATES

The North-South Center, a major resource for The North-South Center, a major resource for hemispheric relations, located at the University of Miami, Coral Gabies, Florida, secks three (3) research associates for one-year appointments to contribute to on-going research programs and projects in the following areas: Debt, Democratization (including issues of security, human rights, and basic human needs), Trade, Investment, Drug Trafficking, and the Environment. Applicants must demonstrate a commitment to research and writing on contemporary Latin American and Caribbean issues. Caribbean issues.
Responsibilities include: conducting research

Caribbean issues.

Responsibilities include: conducting research and preparing reports for on-going publications and programs, providing research support for the staff of North-South Center, for Info-South, and for the Center's research and outeach projects, preparing internal summaries and regulating of North-South Center research and publications of North-South Center research and publications; participation in North-South events, including occasional lecturing.

Salary Range: \$30-31k, with a complete University benefits package.
Qualifications: *Ph.D. with Latin American area specialization or equivalent experience
Demonstrated Publications Record

*Fluency in English and Spanish for Portuguese)

*Superior interpersonal and communications skills
Send c.u., a published writing sample, and the names of three professional references, by the closing deadline of Pebruary 28, 1992, to:

Dr. Robin Rosenberg
Deputy Executive Director
North-South Center
University of Miami

P.O. Box 481: 2 33124-3010

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KANSAS STATE UNIVERSITY

Department of Housing and Dining Services

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Deadlies Interviewing at Cabkosh Placement Exchange and ACPA Controvers Placement Activities. Applicants not attanding placement activities should seb-mit materials pestanorised no lates than North 10. 1972. Application Proness: Send letter of application, résumé, and lint of names, ad-drosses, and phone numbors of thron rétamaces lo:

prone numbers of three retembres for Dr. Rosanne Protis Assiste at Director of Housing and Diolog Serviors 103 Pittman Building Kazeos Stote University Machatton, KS 66506-480t

GRADUATE ASSISTANTSHIPS (Five Positions Available) ethilitiesi Assistani Hall/Complex Director in hall at 500 to 500 students, unity to develop skills in sepervision al student stall, advising student and admissitative decision-making. One assistantiship available se nator al Women's Leadership House.

Regultaments: Bochelor's degree, prior residence half staff experience, and luft-time entollment to CSP graduate program. Salary: \$7,002:10 manths, apartment and media. G.A.'e pay in-state tuition and leas of approximately \$675,00 per moments (61-32 rates)

Deadlins interviewing at Oakkosh Piazament Ecchange: graduate program rep-resentativo will also be present. Applicants not attended placement activities should submit materials postmerhed so later than February 18. Sep sess Send letter of application, resume, and a itsi of three refer

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University of Arkansas for Medical Sciences **Director of Academic Computing**

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academic computing Salary Artis-Stori mikhnismi, plus a complete benefits package. Faculty sipodemient possi-ble. Applications should be stori before Formary 26, 1992, to: Academic Computing Orientor Search Committee. Computing Senders Department, University of Arlanism for Medical Solerices, 4301 W. Mastham, Stot 549, Dise Bobb, AR 72005.

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Residential Life Position

Franklin & Marstrill College is n highly selective coeduculusal liberal rats institution for 1,810 students. The 52-accs main compus is located in Lancasite, Frenewsylvania, n visit, historic city of 50,000 in methyap-linu ares of 300,000. The near provides emple opportunities for both acce-alized and colloud activities. menum into cumust activities.

The Office of Residential Life is committed to providing a real/acree half-program which helps to promote raudent intellecture and emoliousing growth. Fauriteen handred studentines insteed in 8 (artifitium) halb, and 9 alternative housing options.

Resident Community Coordinator

One of two full-ther professional state conclinations responsible for selection, training, supervision, and evaluation of a ruduent inful of 263 members. Besident Community Conclinations have matter neit in developing departmential goals and policy, leadership deviapopared, nonething.

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and under elevation service.

Preliminary interviews will be conducted in the ACPA San Francisco and NASPA Cinchinati Conferences. Anticipated starting date July 1, 1992.

Candidates are invited to submit a letter of application and resume to:



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Write immediately with resume to Vice President for Development & College Relations, Lafayette Cullege, Enston, PA 18042-1774. Lafayette College is committed to equal apportunity through uffirmative action.

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Rensselaer has an attractive benefits program to come ment this position. Please send your resume, cover life ment our position. rease sent your resume, over men including salary requirements, and a copy of this sd, as later than February 21, 1992, to: Employment Manage, Reossetaer Polytechnic Institute, 110 8th Street, Troy, N New York 12180-3590.

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Women's Resource Office

Puritie University in ites nominations and applications for the pilor, Women's Resource Office.

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Dr. Jon Young Dean, College of Arts and Sciences Fayetteville State University (20th Annelbour Ional Fayetteville, North Carolina 28301–1298

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A declorate in musting or other health related liebl:

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Applications will be accepted through February 15, 1992, or will the position is filled. Interested randidates should send letter of interest, vita, transcripts, and these betters of recom-mendation to:

Director **Campus Center** and Conferences

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The University of Georgia

Department of University Housing

The University of Georgia oilers a cariety of living covironments, including 545 apartments for insulies and 15 maldence halfs for approximately A.706 Countil and Georgian Residence Halls. These commentation, each bousting nyuminately 1,000 students, comprise each of the single student areas. Each of the time of the single student areas. Each of the time of the single student areas. Each of the time of the single students are supported by the solution of the single students.

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Responsible but the management of a sestimene had community of 1,000 stu-ckents. Travides loadership in the development and Implementation of pro-gramming, that inspervious, and facility operational. Reports than a Assistant Director, Qualifications: Master's degree in student personnel on related field: two wars of half-lives operation; performed, Compressibles Current Dave schae-try 519,40 plus university breedlis Modelet monthly charge for turnshed apartment. Stating Date: Modely, 1

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Vernon A. Wall
Coordinator for Stalting & Decelopment
Department of University Housing
Russell Hall
The University of Georgia
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[404] 542-8197

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Director of Career Planning and Placement

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DIRECTOR OF **ENROLLMENT MANAGEMENT**

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The discourse formulation management will report directly to the possible and is responsible for coordinating the total operation of admissions, financial aid, and scholarships

The director will:

• Manage is staff of three experienced directors and other dedicated confessionals

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• Provide leadership, coordination, and evaluation of marketing, recruitment, and admissions strategies

• Conduct prospective student research

Coordinate the admissions effect with all of the University's

Conditate firential aid and scholarship programs with the chief firential officer and other administrative staff members

 Work with cleans, faculty, and staff to assist in the retention of current students

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The successful candidate will have extensive admissions experience, including knowledge of information systems and their influence in admissions secrationer. Excellent shifts in out and instances of the state of

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Barhetor's degree required, Master's degree proferred. Experience to public relations, education, surial or student services, business or industry management will be considered. Review of applications will begin February 15, 1992 and combinue until the position is tilled.

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DIRECTOR Pacific Oaks Children's School

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Send letter, vita and names of references to:

Myrtle Higdon, Asst. to the President Pacific Oaks Cullege 5 Westmoretatal Place Panadens, CA 9103 818-397-1348

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DIRECTOR, DIVISION OF BUSINESS ADMINISTRATION

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600 So. 42nd St.
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Application deadline is April 10, 1992

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Housing Services Residential Education Position for Fall, 1992

Residence Directors

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SETON HALL UNIVERSITY RESIDENCE HALL DIRECTOR **Immediate Vacancy**

Seton Hall University is a Calholic institution of higher learning with an undergraduate annalment of 4,500 students, 2,200 of which ere resident students. The Real-stance Hall Director is responsible for the resident students. The Real-stance Hall Director is responsible for the seminitariation of a residence hell housing 500 undergradu-tate, it will be a served to the propertion of the student of velopment.

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Larry Thomas
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Numbrostern Junior College seeks two qualified individuals for overall administre-tion of a residence hall. Additional duties require 10-12 hours of teaching in the successful conditions reason field of muly Requirements: Milmune of in Bachdor degree with erephosis in mathematics, computer science, psychology, social sciences, humaniles, English or speckhology. NIC teaching requirements will determine one of acodemic crephasis given preference.

This is n ItI month (224 days) position storting August 20, 1992 Compensation consists of \$18,500 in functional two bedroom apartment, two 19 mestives plans ned employes benulla.

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RESIDENTIAL LIFE COORDINATORS (1) Treditional Hall (2) 1st-Yeer Student Progrem

RESPONSIBILITIES: Both positions are live-in and ere responsible for an educational community that challenges students to recognize and define themselves as unique, evolving and self-directed individuals. Major emphasis is on developmental and comprehanatve wellness programming, student involvement, and leadership development in addition to euparvision, advising, behavior management, and administrative responsibilities. Pasition (1) plans, coordinates, and administers services for multi-building complex that includes a veriety of special living environments. Position (2) plans, coordinates, and edministate a comprehensive retention

progrem for freshmen residents.

QUALIFICATIONS: Bachelor degree withat least three year. of full-time regidence hall experience required; masters degree with full-time residence hall experience preferred. Knowledge of human and community development theory required. The successful candidates will have the ability to assess student needs, design, implement and evaluate developmental interventions, velue a high degree of student contact within the atudent's environment, and promote appreciation of

BALARY: \$23,000-\$25,000, plus epertment, board, excellent

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APPLICATION: Submit letter of application indicating the

APPLICATION: Submit letter or application indicating map specific position, resume, and three current laters or fraference to: Dr. Terry Piper, Director of Residential Life; University of Nevada, Las Vogos; 4505 Maryland Parkway, Las Vegas, NV 89154-2013, Application review will begin March 1, 1992 and continue until the positions are filled. Interviews will be conducted at Oshkosh Placement Service and the ACPA

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HIRAM COLLEGE, AN INDEPENDENT, COEDUCATION-AL, AND SELECTIVE UNDERGRADUATE LIBERAL ARTS COLLEGE IN NORTHEASTERN OHIO, Is seeking candidates to full the position of Director of Student Financial Services

to till the position of Director of Student Pinancial Services Founded in 18/50, Hism College is located in the historic and beau-tiful Western Reserve just one hour from the cultural advantages of the Clowderd Advanor-Vangagious) metopolician area. The College of the College Advanced in the College of the College Advanced expresses it involutions to the context of its mission and expresses it involutions to the context of the mission and expresses it involutions to the context of the college has a tradi-tional residential enrollment of 900 with 275 additional FTE students in the Western College Admission to Hismain is competitive with a median ACT score of 25 and a median SAT score of 1080 among the criticing Called.

Applicants should have a minimum of 3 to 5 years' experience in financial aid, a bachelor's degree in a related field, and possess strong communication and organizational skills.

The Director of Student Financial Services controls and monitors federal, stele, and Institutional funds, projects expenditutes, and ensures compliance with federal and state regulators. Knowledge and experience with Need Analysis, Pell Melhodology and Wentication are required in addition, the divector controls and awards campus all, the guaranteed loan ptograms, and numerous endowments.

The director reports to the Vice President for College Advancement and Dean of Admissions and is expected to participate in admissions programs, provide individual counseling, and need with both parents and students on a regular basis.

Knowledge of general computer systems is necessary to this position as well as the ability to forecast frends and interpret spreadsheets.

Salary is competitive and benefits are excellent. Interested applicants should submit a letter of introduction, returné, and the names and telephone rumbers of there retenences by March 30, 1992 to Gay Cratg, Vice President for College Advancement and Dean of Admissions, Himm College, I Brain, 700 to 44234. Hism College is an equal opportunity employer and encourages applications from women and minorities

HIRAM COLLEGE

PROGRAM DIRECTOR OF PHYSICAL THERAPY ARKANSAS STATE UNIVERSITY

Arkans as State University invites applications for a 12-month tenure-track faculty position as Program Director of Physical Therapy, effective August 1 1002

Arkansas State University is a comprehensive state supported university with an emoliment of over 9700 students. The University is located 70 miles northwest of Momphis, Tennessee, in Jonesboro, Arkansas. The program director is to provide leadership for a newly approved 8.5, program in physical therapy. Responsibilities will include curriculum development and coordination, faculty selection, facility development, budget, and clinical practicum site development.

Qualifications include minimum of a Master's degree (Ooctorate pre-ferred), physical therapy credentials, experience in accreditation process-es, academic programs, and budgecay matters

Salary and rank are commensurate with experience. Application review begins March 2, 1992. Applicants should submit a letter of application, a current results, and three professional references (names, addresses and telephone numbers) to:

Oi. R. W. Williams, Chair Search Committee—Program Obsector of Physical Therapy Postate University, AR 72467 Phone: (501) 972-3073

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Director/Internal Auditing **Albany Medical Center**

The Albary Modical Center is the academic health waveness center of concern New York ware. This 139-year-side present animation includes the Albary means are all the Albary Modical Center (Loyanda, 147-546 felling). He instantions employs 530 feathly; professional and support staff. A four-year, 515-million constitution program is 70% complete.

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Please respond in confidence with a cover letter, réstanté and professional references to:

Executed is an executive search firm representing the Albany Medical Centur



DIRECTOR OF **COLLEGE CENTER AND CONFERENCES**

As a member of the Vice President for Administration and Finance's man-agement team, he/she has direct responsibility for the financial and admin-strative operations of the College Center, which include the bookstore, food service, conferences and other auxiliary services.

lood service, commences and uner auxiliary service.

Condiciate must have a record of substantial experience and leadership
abilities in these areas of responsibility. The position requires initiative and
excellent organizational and communication shits. A graduate degree is
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Cedar Crost is n four-year independent liberal rars college for women enrolling about 1,000 students The 125-year-old institution is located in the Lethigh Valley, 90 miles from New York City and 50 miles from Philasciphia.

Piease send letter of interest and résumé to Ms. Patricis A. Novak, Ceda Crest Cottege, 100 College Orive, Allentown, PA 18104-6191. EOC.

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Director of Libraries

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Salary: \$60,000 minimum, depending upon qualifications and experience. Excellent benefits package.

Applications received by March 6, 1902, will receive first consideration in this reopened search. House send a letter of application, resume, and the names of three references to:

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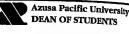
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Azusa Pacific University invites nominations and applications for the position of Dean of Students. The Dean reports to the Vice President for Student Life.

Responsibilities: The dearn provides vision and leadening to achieve goals of the o'flice of Student Life. Specific areas of repo-sibility include, residence life, campus ministries, student schiege orientation, personnal and career counselling, campus safety, and health services.

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Application process Applications should include a résumé, lese of application, and names, addresses, and telephone numbes of three references. Please note if you are planning to attend the APPA or NASPA convention. The expected appointment date is july 1, 1972. Send materials to:

Alice Moy Pong, Cluir Search Committee for Dean of Students Azusa Pacific, University 901 E. Alosta Ave., P.O. Box APEJ Azusa CA 91702-7000

Applications should be received by March 2, 1992. The university teserves the right to extend the deadline as circumstances warm.

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The Q S N Committee, College of Sciences
The University of Southwestern Louisiana
P. O Box 41010
Lateyens, Louistana 70504-1010

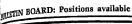
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Applicants should submit a letter of interest, curriculum vitae, and the names, addresses and hone numbers of three references to:

ree references to:
Professor Mary L. Volcansek
Chair, Arts and Sciences Dean's Search Committee
Flarida International University
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Applications and nominations must be postmarked by February 27, 1992.

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University of Colorado at Denver SCHOOL OF EDUCATION DEAN

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COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT

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The position is available in June 1992 or as soon thereafter as the selected condidate is available in later than September 1, 1992). Review of applications will begin on March 2, 1992. m/nomination procedures: Send letters of application or nomina

Dt. E. Harold Blackwell, Chair Education and Human Development Dean Search Committee P. O. Box 10034 Lamar University-Beaumont Beaumont, Texas 77710

Applies loss must include a letter of interest; vits; asmea, addresses, and telephone numbers of three references. Women and minorities are encouraged to apply. Lamer University is an equal opportunity, handless and applicability.

Dean, School of **Arts & Sciences**

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ADDRESS ALL INCUINTES TO: Chairperson, Date of Arts and Griences Search Committee, Office of Human Resources, Boyden Hall, Bridgereiter State College Bridgereter, MA 02205



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DEAN HOBART AND WILLIAM SMITH COLLEGES

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The Colleges are seeking e person with academic and administrative experience; a person deeply committed to an understanding of the inextrable connection between the academic and social spheres of e college community; e person who enjoys working at the intersection of laculty and level and life.

OI, Oonald Woodrow Associate Dean of Faculty and Chair of the Search Committee Coxe Hall Hobert and William Smith Colleges Geneva, New York 14456 Review of epplications will begin March 6, 1992.

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NORTH HENNEPIN COMMUNITY COLLEGE

Dean of Student Services and Community Relations

North Hennepin Community College is comprehensive two-year community college in the Minnesis Community College system. The 28-arc campus is located in Brooking Park, MR had severa les northwest section of the "two Cletes netropolities new. The serrolment exceeds 6,000 sudomis in a variety of Innesiter and In-oyear occupational programs. The college has a simple relationally with its community expressed in confinaling education and community service soldities and or with distinst services programs.

Responsibility The Dean of Student Services program. Responsibility The Dean of Student Services and Community Relations reports directly to the Preddent and provides executive leadership to the College in relative nativity to extend a settlete, country or the relativity and sensitive country in particular community information needs whirting collaboratively as a member of the Preddent a Cabbet, the dean develops, implements end montion goals, priorites, budgets, settling polities, regulations and procedures milling to student and community affairs.

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Applications: Applications will be accepted until February 26, 1992 and must include a letter of epplication and a complete résumé. Applications should be sent to:

Search Committee
Dean of Students and Community Relations
North Hunnich Community College
7411 85th Avenue North
Brooklyn Park, MN 55445

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COLLEGE 1550 CLARKE DRIVE DUBUQUE, IOWA 52001-3198

Search Opened for Academic Dean

ARE YOU PRESENTLY AN ASSOCIATE DEAN OR IN A ROBLY, WORKING CLOSELLY WITH PACALITY WHO IS READY TO FINE AS CASSIFUL EXPERIENCE TO WORK. AS AN ACADEMIC BISSOCIAM MAKER AT A QUALITY ACADEMIC INSTITUTION.

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KEY RESPONSIBILITIES:

- Roputs directly to the Vice President for Academic Afabr.

 Ilsu responsibility for the recruitment, evaluation, and putated development of the faculty.

 Supervises budget planning and the management of the state:
- program.

 Participales to long-range Institutional planning and conceles

Cleake College is a vibrant liburol arta institution with 169 year quality and accellence in education and a demonstrated quantum value in the lourne. Located in Dubuque, lova, on the think the value in the lourne. Located in Dubuque, lova, on the think the Maintening River where loves, Illinois, and Wiscoster compast, historic city at 0.5,000 blends instance, adocation, industry, bear and cultion in usefulny usery.

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Gentrude Ann Sulliven, BVM, Ed.D. Vira President for Academic Allain Clarke College Box, 1541 1550 Flarka Drive Dabuque, JA 52001-3196

Clarke Cullege especially opcours gas application from women and influently candidate and is an alfituetive action, equal opportunity employe

ASSOCIATE DEAN School of Art & Design

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Search Committee
Associate Dean, School of Art and Design
HUMAN RESOURCES DEPARTMENT 200 Willoughby Avenue Brooklyn, New York 11206

Preti Institute, burded in 1807, educates neetly 5,000 under the and graduate students from 47 states and 80 foreign auditable Schools of Art and Design, Architecture, Librar School, and Professional Studies. Pratt is boarded or a 55-sen camps his historic, landards Childro Har engineering of Brookin, New York Historic, Rushards Childro Har engineering of Brookin, New York Indiana.





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DEAN HONORS COLLEGE



Kent State University invites applications and nominations for the position of Dean of the Honors College. Kent State University is a Doctoral f institution with a strong commitment to undergraduate education. There are approximately 24,000 students on Excellence eward from the Ohio Board of Regents end is housed in an attractive. stete-of-the-art Honors Living/Learning Center.

The Deen of the Honors College reports to the Provost and is responsible tor In even of the Honors College reports to the Provost and is responsible for edministering, planning, and coordinating the ectivities of the College and for providing university-wide leadership to the University's liberel education program. As chief executive officer of the College, the Deen has responsibility for end tull authority over the budget end personnel in the College; for developing Honors programming in conjunction with the Honors College Policy Council end the secidemic units; and lor saving as a spokesperson for the needs and interests of Honors students. Nominees and epplicants should have a demonstrated commitment to academic excellence. They should obsesses an aernad clotherate or terminal degree engangement.

excellence. They should possess an eerned doctorate or terminal degree appropriete to their academic discipline and e record of teaching and of research, schniarship, or creative achievement sufficient to warrant a faculty appointment as an associate or full professor. Preference will be given to candidates who have had significant admin-istrative experience and a well documented record of progression in tevels of responsibility and leadership within Honors education. The ability to work well with others to be sensitive to the needs of a multi-cultural environment, and to provide leadership

se sensive to the needs of a indirectional environment, and to phoson electricism within a University setting is required. Nominations of and applications by qualified women and minorities are especially encouraged.

Salery for this position is competitive and commensurate with qualifications. This position will be available July 1, 1992. A letter of application for nomination), curriculum vitae, and the reness of three to there references should be submitted no later than February 15, 1992 to:

Dr. Cheryl A. Casper Associete Provost for Acedemic and Sludent Affairs Kent State University P.O. Box 5190 Kent, Ohio 44242
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COLLEGE OF COMMUNICATIONS

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DEAN School of Education GONZAGA LINIVERSITY

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Dean of Engineering Michigan Technological University

Michigan Technological University invites applicators and nominations for the position oil Dean of the College of Engineering. The Dean reports idirectly to file Provest and is expected to provide leadership in undergraduate and graduate exhaust under search. MITU is one of the largest undergraduate cripitecting instatistics in the country and houses growing graduate pro-yrines.

grams. The Galleye oi, Engineering is the largest academic unit of the University, it has approximately 4000 undergraduate, 225 MAS, and 130 Pt.O. sudients and 150 Locking him bengaments of orelately Chemical Engineering, Chemistry and Bustonnessed Engineering, Chemistry Chem

Outlifications include an earned doctorate, a distinguished research and textriary record appropriate for ensured epophrament in the Codege, proven teactoring continuative ability, and demonstrated commitment to al-familities action and diversity.

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Nominations and applications, including résume and nemes, addresses, and seleptione numbers of three references, can is sent to Dr. Merthe Stoan, Chair, Dean oi Engineering Search Committee, et l'et de le Herwoost and Vice-President für Accidente. Affeits, Mertigan L'ennological University, 1400 Tovarsond Orive, Houghton, Mil 1979.1. The position is poet 1 September 1972, Applications will be reference continuously until the position is filled.

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every week in The Chronicle.

The College Of WILLIAM&MARY

School of Marine Science Virginia Institute of Marine Science DEAN OF GRADUATE STUDIES

The Virginia haultule of Marine Science at the College of William and Mary laviles applications for the position of Dearn of Caudada Studies in the School of Merine Science.

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qualifications.
The successful applicant must have an understanting of and commitment to graduate education in the ocean sciences, and should possess a distinguished record oil teaching and research in the field of oceanography or related field appropriate to merine science.

A letter of epplication, cursiculum vitae and the names of four references should be sent to:

Or. L. Oonelson Wright, Search Chair School of Marine Science Virginie Institute of Marine Science Gloucester Point, VA 230S2

Review of applications will begin on February 17, and will continue until the position in filled. To ensure left consideration, teters of application and nomination should be received by the close of business on that date Nominations for the position ten also invited. Wamen end minorities are especially encouraged to apply. The position will be evenlable on july 1, 1 and 1.

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Psychology: See display advertisement. University of Wisconsin-Whitewater.



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COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT

Lamar University - Beaumont

Applications and nonunations are invited for the position of the college of Education and Human Development, Lanuar University. The Deart is the clinic acculence officer of the college, reporting to the fixecutive Vice Prevident for Academic and Sindent Affairs.

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The position is available in Juna 1992 or as soon therenter as the selected candidate is available too letter than September 1, 19921. Review of applications will begin on March 2, 1992.

Insmination procedures: Send letters of application or nomina-

Dr. E. Harold Blackwell, Chnir Education ned Human Development Deen Soarch Committee P. O. Rox 10034 Larent University-Resument Resumont, Texas 77710

Applications must include a letter of interest; vim; names, addresses, and telephone numbers of inter references. Womes and minoritles are encouraged to apply. Lamar University is an equal opportuoity, handicap end allit

Dean. School of Arts & Sciences

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ADDRESS ALL INQUIRIES TO: Chairperson, Dean of Arts and Sciences Search Committee, Office of Henran Resources, Boyden Hall, Bridgewater





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DEAN HOBART AND WILLIAM SMITH COLLEGES

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this sense is a unique and challenging opportunity. The Dean is be principal administrative officer of the College in matters of student ecodemic standing and student life, reporting directly to the President. The Own and other Individual students on a catalonic matters, works with student organizations on quasilons of careput life, and superi-voirs with student organizations on quasilons of careput life, and superi-lectly and see official remoter of vasions facility committees concerned with curricular, ecademic and student life matters. The Hobart Dean's Office Includes an Ascolidate and wo Assistant Oeans and excelerabilities Coordinator. The Deans of the Colleges have oversight for ediminions, Fancel Said, effection a world as all other suchest several set Fancel Said, effection as well as all other suchest several set Fancel Said, effection as well as all other suchest several set.

The Colleges are seeking e penson with academic and administrative experience; e person deeply committed to en understanding of the lines richalle connection between the academic and social spheres of a college community; e person who enjoys working et the intersection of faculty and tudent life.

Or. Oonald Woodrow Associate Oean of Riccily and Chair of the Search Committe Coxe Hall Hobart and Willam Smith Colleges Geneva, New York 14456

Review of applications will begin Merch 6, 1992.

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Search Opened for Academic Dean

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Clarko College is a vibrant liberel esta institution with 149 per custo College is a vincian tupere sets manusion with H₂ quality and excellence in oducation and a dismonstrated operative vision for the future. Located in Dubuquo, lovie, as the Medic Wiesteelppi River winco lows, lillinois, and Wiscards comage the location of the College in the College

This search will confluence will the position is filled. Esvise day, Send letter of opplication, récemé, and names and misphe

Cos to: Certrude Ann Sullivan, BVM, Ed.D. Vice Precident for Academic Affain Clarko Collego 80x 1541 1560 Clarko Drive Dubuqua, IA 52001-3186

Cinrko College especially encourages applications from womeo and minurity candidates and is an allimative action, aqual opportunity esploye

ASSOCIATE DEAN

School of Art & Design

Prett Institute seein an experience provision is seen in position of Associate Deen of the School set of the service to day-to-dy management and fasts growth of the School set departments; administrates and describe the second less departments; administrates and describe days are sized, as to recurse to the beautiful second control sets to second less in recurse to the beautiful school sets of the second less 2,000 undergraduate and graduate students in meding the salidar pluny challenges of contemporary beautiful school.

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Search Committee
Associate Dean, School of Art and Deelgt
HUMAN RESOURCES DEPARTMENT
200 Willeughly Avenue
Brooklyn, New York 11208

Prett Institute, founded in 1867, actuates neeth 3,500 underprets and graduate students from 47 states and 60 foreign couries in Schools of Art and Design, Architecture, Liberal Arts and Schools of Art and Design, Architecture, Liberal Arts and Schools and Professional Studies Prett is located on a School compatible. Intelligence of Schools and Professional Studies Pretty Indicated of Brookin, Ideal Intelligence and Professional Studies Pretty Intelligence and Intelligence and

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NORTH HENNEPIN COMMUNITY COLLEGE

Dean of Student Services and Community Relations

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DEAN

COLLEGE OF COMMUNICATIONS

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Strong preference will be given to candidates with the following qualifications: a Ph D also in a related field; proven achievements in a technicip desciptive or positional field. Destromance and learn-strated commitment to attribute action the affility to provide

Salary is competence. Postto o available August 21, 1992.

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Protessor Richard W. Burkhardt, Chair Search Committee for the Lean of the College of Common of a Chile of the Vice Chamellor for Academic Allafra-formation. Lefterwist states Building

Attention: Dr. Kenneth F. Anderson 217/244-7454)

DEAN HONORS COLLEGE



Kent State University invites applications and nominations for the position of Dean of the Honors College. Kent State University is a Doctoral Linstitution with a strong commitment to underguaduate education. There are approximately 24,000 students on the Kent campus and 8,900 students on seven regional campuses in northeast Olivo With 820 undergaduates currently enrolled, this Honors College is one of the largest Honors programs in a state assisted public university. It is the recipient of a Program Excellence award from the Ohio Board of Regents and is housed in an attractive, state-of-the-art Honors Living/Learning Center.

State-of-the-art Honors Living/Learning Center.

The Dean of the Honors College reports to the Provost and is responsible for administering, planning, and coordinating the activities of the College and for providing

administering, planning, and coordinating the activities of the College and for providing university-wide leadership for the University's blaral education program. As chafe excitive officer of the College, the Dean has responsibility for and full authority over the budget and personnel in the College; for developing Honors programming in conjunction with the Honors College Peticy Council and the academic units; and to serving as e posteperson for the needs and introds of Honors students. Nomnees and applicants should have a demonstrated commitment to academic excellence. They should possess an examed doctorate or terminal degree propropriate to their academic discipline and a record of tenching and of trosearch; schrindship, or creative achievement sufficient to warrant a faculty appointment as an association of the professor. Preference with be grown to candidates who have had significant administrative expansions and a writt documented record of progression in toxics of impositions. sibility and leadership within Honors education. The ability to work will with others, to be sensitive to the needs of a multi-cultural onvironment, and to provide leadership within a University setting is required. Normantions of and applications by qualified

women end minorities are especially encouraged.

Salery for this position is competitive and commensurate with qualifications. This position will be available July 1, 1992. A letter of application (or normalion), curriculum. vitee, and the names of three to live references should be submitted no later than

Dr. Cheryl A. Casper
Associate Provost for Academic and Student Affairs Kent State University P.O. Box 5190 Kent, Ohio 44242
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DEAN School of Education GONZAGA UNIVERSITY

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Dean of Engineering Michigan Technological University

Michigan Technological University Invites epplications and nominations to the position of Dean of the College of Engineering The Oean reports directly to the Provost and is expected to provide leadership in undergradulet and graduate education and research. MIT is one of the largest undergradulet engineering institutions in the country end houses growing graduate pro-

grems.
The College of Engineering is the largest academic unit of the University. It has experiormately 4400 undergraduate, 225 MS, and 130 Pt.O. students and 150 lacutyly thin Department of Chemistry, Chemist Engineering, Chemistry of Che

Cualifications from meterate tergenering, and Mining Engineering.

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An update from Washington on what's happening in Congress and in the federal ageocies that's likely to affect colleges and the people who work in Academe

every week in The Chronicle.

The College Of WILLIAM&MARY.

School of Marine Science Virginia Institute of Marine Science **DEAN OF GRADUATE STUDIES**

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Or. L. Donelson Wright, Search Cheir School of Marine Science Virgurie Institute of Merine Science Gloucetter Point, VA 23062

Review of epplications will begin on February 17, and will continue until the position is filled. To ensure full consideration, teters of application such association, should be needed by the close of business on the decis. Nominations for the pusition are also invited. Women and monthless are exceeding encouraged to epply. The position will be aveilable on List 1, 1992.

The College of William and Mery Is an Allirmetive Action, Equal Opportunity Employer.

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Cincinnati, Ohio

CHIEF ACADEMIC OFFICER

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Thu College seeks an indictual who has demansioned administrators. Thu College seeks an indictual who has demansioned academic adminis-trative experience, has secregation in teaching and acholomistic, and who pos-sesses the whoir, creativity and teachershy to promote academic excellence. The requirements for the position include.

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Thu College of Menust St. doseph is recognized for the quelity and innovation of its conderned program, includedastleri attention to students, and herstage,
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development of insulers Founded on 1920, the Mount in Kropp is a growing
conditional institution of 2,000 students. The College is sponsored by the
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brief sistement of odurational pilotocophy, a curriculum vitae, including administrative and leaching/scholarish portifieds; and the contact information for
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selects applicat a Chief Academic Officer to begin July 1, 1925. Send applicaselects to applicat a Chief Academic Officer to begin July 1, 1925. Send applica-

Search Committee Office of the President College of Mount St. Joseph 5701 Delhi Road Crucinna8, Obio 45233-1670

The Mount is an Affirmetive Action, Equal Opportunity Employer.

DEAN OF GRADUATE STUDIES Clarion University

s are invited for the position of Dean of Graduate Studies.

Consisted in scenic northwestern Pernsylvenia, Clarion is part of the State Located in scenic northwestern Pernsylvenia, Clarion is part of the State scenic of the Consistency of Communication, Compater Information Science, and Library Sciences, and Education and Human Services.

ply. Responsibilities: The Dean of Graduets Studies reports directly to the Proceeding Academic Vex Presides and administres the office of graduate and proceeding of the Control of the C

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Appointment Date: July 1, 1992.

representation and up 1, 1992. Applications will begin March 6, 1992. Applications received after the deteilling will be reviewed an accessory until the position is filled. Interested the reviewed an accessory until the position is filled. Interested received the reviewed and development of the reviewed and development of the received letters of economications of review letters or, Central Reviewed Committee, 199 Devid Hall, Clerkon University, Clerkon, Pennsylvania 10214. Telephono 1814-082-0839. INVA Number 814-292-087 pennsylvania 10214.

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University of Texas at El Paso DEAN

GRADUATE SCHOOL

Applications an air normalisations are included for the position of Denni of the Gladustic Stroot, Liversity of Toss are 10 flows, the Gladustic Stroot is one of event with the Conference of the Conference of Con

work winn people in diverse disciplined. Candidates mich hold an earned control the Petersner will be given to candidates with administrative experience in an institution of higher education. Review of applications with en accompanigly sid and the annies and addresses of these relevances of the period of the

John G. Bruhn, Ph D. Vice President for Academic Affairs and Research University of Texas at El Paso El Paso, 1X 79968-0501

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THE COLLEGE OF WILLIAM & MARY School of Marine Science

Virginia Institute of Marine Science **DEAN OF GRADUATE STUDIES**

The Virginia institute of Marine Science at the College of William and Mary invites applications for the position of Dean of Graduete Studies in the School of Marine Science.

Suboro or materia science. The Dean of the School of Marine Fam Dean of Graduate Studies reports to the Dean of the School of Marine Seasce, and is the serior facility member and principal scaderic cities. Graduate Studies the proposition of control programs of the devaloping, and administrating or control programs of the School of Marine Science, preparation of the acedism providing the School of Marine Science, preparation of the acedism providing the necessary featership to assume the highest standards for curriculum, teaching and student regulatedors.

teaching and student qualifications.

The successful applicant must have an understanding of and commitment to graduate education in the ocean sciences, and should possess e distinct elected failed appropriate to generate in the fidel of oceanography or tested failed appropriate to generate the fidel of oceanography or cleated failed appropriate to generate the fidel of oceanography or cleated failed appropriate to generate the fidelity of the committee of the fidelity of t

Dr. L. Donelson Wright, Search Chair School of Marine Science Virginie Institute of Marine Science Gloucester Point, VA 23002

Review of applications will begin on fabruary 17, and will continue until the position is filled. To ensure sulf consideration, letters of applications and continuation should be received by the close of business or should be received by the close of business or she tides. Normalizations for the position are also invited. Women and minorities are storaged to apply 1 the position will be available on just j.

The College of Willem and Mary is an Affirmative Action, Equal Opportunity Employer

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A calendar of forthcoming meetings, conferences, workshops, and institutes of

every week in The Chronicle.

Dean

Collage of Arts and Sciences Cleveland State University

Cleveland State University is seaking a crestive teacher/schola to lead the largest academic unit at the center of a comprehen sive university. The successful candidate must have: ion for the world of ideas and an openness to their

diverse expression; a record of intellectual accomplishment worthy of tenurs with the college at the rank of Professor

the college at the rank of Professor; demonstable capacity to lead a complex organization; - a clear vision of the role of a university in an urban setting; -evidence of cutreach to a rutificative and diverse community and its institutions; - a commitment to evolutiment, retention, and development of diverse suriversity community; - a steme of perspective and human;

Minority and woman candidates are urged to apply. The College of Arts and Sciences has approximately 820 majors and over 400 full and part time faculty in 23 departments and 46 degree granting programs at the baccalurusels, masters and doctoral levels with a budget of \$25 million.

Cleveland State University is a large urban university serving Northsestem Ohio and enrolling approximately 19,000 students in alx undergraduate academic colleges (Aris and Science, Business, Education, Engineering, Law and Urban Affaira) and the Graduate College.

Cleveland is a renelssance only in a metropolisan eree of 25 million people. It is blessed with a world-diss symptomy orchestry, first smaature, the third lergest public library in the country and micreational opportunities elforated by title diseased an extrainter metropark system, as within the context of a stimulating elforation and readill balance.

plications and nominations will be reviewed immedially but accepted up until the deadline of March 1, 1992, undicates should submit a letter of interest, resume, and the Capitalese sirculos subteria e retain of a herrest, restantes esta en names, addresses and telephone numbers of three relatences to: Dr. Barbara Green, Search Committee Chair, clo Office of the Provost, Cleveland Bale University, Cleveland, Othe 44115, FAX: (216) 857-9290. Equal opportunity employer, with

CSU Cleveland State University

Blue Mountain **Community College**

Management Position Opening

Blue Moussiin Community College in a comprahensive two-year oldege located in eatern Oregon. The College serves 1850 full-time students and 500 part-time students per eterns. BMCC employs 76 full-time faculty 19-200 part-time students per eterns. BMCC employs 76 full-time faculty 19-200 part-time faculty. Program officings alreader transfer, professional technical, basic falls, and community service convents. The College werest rev-cumy direct and municous out-of-district sites. BMCC is stellag applications for the following management position:

Associate Dean of Arts and Sciences

The Associate Dean of Arts and Sciences us a 12-month administrative pos-tions reporting to the Dean of Instruction. The position is responsible for leadership and unpervaloir in the following departments: Math. Comparts Science, Eaglish, Fine Arts, Social Science, PE and Health, and Science.

Science, English, Fine Arts, Social Science, P.E. and Health, and Science, B. and Health, and Science, B. and L. a

Office of Instruction Blue Mountain Community College 2411 Carden Pendleton, Oregon 97801 [503] 276-1260; Fax: (503) 276-6119

BMCC IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY
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University of Akron

Dean. College of Fine and Applied Arts

The Unsersity of Astran invites applications and nominations but the position of dear of the College of Fine and Applied Ants. This positions offers an opportunity to provide execute and intontains leadership at a motion unbertaking a new strategy data for excellence under the guidance of unest pecialem and postual. The appointunit will the effective on July 1, 1992.

The gainment will be effective on July 1, 1992.

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The Studente. The students body is diverse and represents many backgrounds and interests. Dominnier bore 5200 of the students and snother 4,000 live in private housing adjacent to the University. The raising of sudents work to finance shelf-cubustion and are equally industrious and serious about serving their

Qualifications. The candidate must have a terminal degree in one of the disciplines of the college Qualifications. The candidate mass sive a terminal regice in one for the dissipance of the configuration of the co scadenic steas and have e demonstrated commitment to affirmative action and equal employment opp galactic area and have edemonstrated commitment to differentive actor and equal enphysicine opportunity, application, physicines are due to the first of the properties are should submit a supplication and the commencation. Nonintations, including the ableres of the nomines should be recoved by the strength of the properties and the commencation of the strength of the properties and will be commencated with a publication and experience of the strength of the properties of the

Dean of the School of Education

Brigardes State Callege seeks applications and comissions for the seeks of blancking Dean of the newly formed School of Education Reporting the Dean are the despertancies of Elementary and Early Defected Education, May School, Middle School and Audit Educa-tion, December 2018, 1888 Premotion, and Letturn Studies, Special Coloran and the Search Campus School The Dean, who reports to Exection and the Burnel Campun School: The Distri, who reports to be like Particles to Excellence Allistics, which play a critical Endorship of his devicating and assessing this educational consciours, burnel and, budgeling, and suppressing playing this and allocative algorithms and accordantly transforms with the College's seen sit to motion Cambrid and the College and the College's seen sit on the College's and the College and the College's seen sit on the College's Be and seniglate sealing, especially in arthrahestics and Science, frough the applications of computing and communications leadingly as the college of computing and communications are colleged to the college of communications and college of college of communications are colleged to the college of co

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ADDRESS ALL INCUINSES TO: Professor Judeth Opchers, Chairperson of the Sparch Committee of Office of Human Resources, Referential



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EXECUTIVE DIRECTOR

Opportunity with non-profit inter-retional environment and devel-comment education organization. Successful lund-raining experience. Traquited. For lunder information write: Search Committee, Co-clege Center for Environmental Leaduship, 1675 Micssehusetta Avenus, Cambridge, Mr 0213. Doudnie: February 21, 1992. Hease, no phone calls

Dean Office of International Programs and Professor

Salary A\$73,800 (\$77,900 after July 1992) plus allowances (Ref No. 225-01-A)

Applications are invited for the position of Professor and Dean, Office of International Programs.

The position of Professor and Dean, Office of International Programs requires a person with leadership abilities of a high order in academic, professional and managerial fields.

As part of the senior management team of the university, the Dean will carry out Council policy and formulate future directions for RMIT's international programs.

The Dean is responsible for managing the development of an international dimension to the university's major functions of teaching and research, by working with components of the university to internationalise RMIT's teaching and research activities.

The successful candidate will have an established professional reputation in a field relevant to RMIT's mission and directions; a demonstrated record of achievement as a senior manager and a deep understanding of the issues affecting International Programs.

It is expected that the successful candidate will take part in the academic life of the university both in terms of international programs and in the discipline of the incumbent.

The successful candidate will be accorded the title of Professor, and will be required to meet the criteria for professional appointments.

For further Information contact Professor David Wilmoth, Associate Director (Higher Education), telephone (03) 660 2002 (for overseas 61-3-660 2002).

A position description may be obtained from Human Resources Management Group, by phoning (03) 660 4600 or fax (03) 663 4453. Applications in writing and quoting Reference Number, should be addressed to Senior Appointments Officer by Friday, 27th March,

Equel opportunity is university policy Royal Melibourne Institute of Technology Um GPO 60x 2478V, Melibourne, Vic. 3001 ACH 804 813 783

EXECUTIVE DIRECTOR OF NURSING

Heaponsibilities: Administrative leadership for the Assnelste Degree Nursing (ADN), Liconand Practical Nursing (LPN), and the Certified Nurse Assistant (CNA) Programs.

Auquirenence:

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in nursing student accelerate accelerate present in nursing student acceleration development, budgeting, general programming, continuing coluration development, budgeting, general programmaintenance and availuation, and two years of college-level searching. Applications will be accepted until the positice as filled. Salary will be accepted until aducation and experience. Submit letter of application,

MANAGEMENT POSITIONS OPEN AT WESTCHESTER COMMUNITY COLLEGE

Assistant Dean for grasir, mutarch and new program development, Educational Op-portunity Center.

Master's degree, appropriate admin intrative and teaching experience required; doctor are preferred. Salary: \$48,025 for £2-month year.

All positions offer excellent Iringe benefits





WESTCHESTER COMMUNITY COLLEGE | Valhalla, New York 10595





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DAKOTA STATE UNIVERSITY Madisen, South Dakota 57042-1740

Equal Opportunity Employer

ASSOCIATE DEAN FOR.

ADMINISTRATION

The Dean of the School of Madicine at the State

Univaralty of Naw York at Stony Brook saaka nom-nations and applicationa for the position of Asso-clate Dean tor Administration and Finance.

Gasta usan for Administration and Finance.

Responsibilities: The Associata Dean for Administration and Finance la part of the Dean's exacutive statt and is responsible for the financial health of the School of Medicline, Provides leadership for the achool's financial and business operations, involving state, extramural, and clinical prectice morals presponsibilities include budgating, financial planning, grants management, personnel, end facilities/spacement management.

Qualifications: MBA or releted advanced degrae with a minimum of five years of successful manage-mant experiance in sn academic environment, pra-arably in e school of medicine, Effective track re-

cord in finence and edminietretion; etrong organizationel end mensgement skille; exosilent communication end interpersonal skills.

Applications: Applications must be received no let-er then February 24, 1992. Candidates must submit

e littler of application, résumé, and the names of three references, and salary history to: Shella Rail-ly, Chair, Associete been Search Committee, Stefa University of New York at Stony Brook, Stony Brook, New York 11794-8400, SUNY at Stony Brook

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STONY BROOK

Associate Dean

UCLA

Division of Continuing Education and University Extension

The Division seeks an individual willt largo-scale THE DIVISION SERES AN INITIVISITIAL WILL THE GENERAL AND ANALYSIS OF AN INITIVISION OF AN INITIAL THE ANALYSIS OF ANALYSIS OF AN INITIAL THE ANALYSIS OF AN INITIAL THE ANALYSIS OF ANA summoi sessions piograins.

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Salary Range: Commensurate with experience. To Apply: Ploase submit your resume with superiors.

It is apply: Ploase submit your resume with solary history and n covor letter deteiling your qualifications for this position by March 13, 1992 to: Merve Boll, Employee Sorvicos, UCIA Extension, P.O. Box 24901, Los Angelea, CA 90024.

Affirmative Action Employer Advencing Excellence Through Diversity

MIDDLE SCHOOL PRINCIPAL THE UNIVERSITY OF CHICAGO LABORATORY SCHOOLS

The Laboratory Schools, founded by John Dewey in 1896 and located on the University of Chicago campus, efforcs a distinguished college preparatory program in the progressive studieto. The studery body of 1500 students in grades Norsery than 12 is culturally and accommissing viderers. The permits, students and leachors are committed to the highest standards of teaching and teaming.

The Principal reports to the Director of Precollegists Education, Primary responsibilities include: (1) overseeing and implementing an excluding, age-appropriate and reproduct curriculum for 300 Middlo School students; (2) providing leader high to 35 exparienced and talented faculty and self; and (3) methicaling excellent com-munications with the entitle school community.

A successful candidate must have a clear commitment to progressive obtuation and a demonstrated ability to provide leadership to shiphly appearenced faculty. Successful experience in both learthing and administration at h

interested candidates should submit a formal letter of application and a resume by Morch 1, 1992 to:

Search Committee; Middle School Principal THE UNIVERSITY OF CHICAGO LABORATORY SCHOOLS 1362 East 59th Street Chicego, IL 60637

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THREE INSTRUCTIONAL DEAN POSITIONS

SOCIAL & NATURAL SCIENCE

BUSINESS & TECHNOLOGY

CULTURAL & TECHNICAL ARTS

MISSION COLLEGE/Sania Clara, CA

Mission College, the fastest growing community college in Silicon Valley, has an enrollment in excess of 12,000 students, 250 full-time staff and an annual operating budget of \$14 to million. The college, located 40 miles south of San Francisco, atters a comprehensive community college

Positions require Masters degree in related subject area. Higher education teaching experience. Higher education management experience at department chair level or higher.
Starting salary: \$69,870-\$73,752. Position hiring pending
West Valley-Mission Board of Trustees approval of budget.

Since the committee plans to begin its formal screening process by March 15, 1992, all nominations and expressions of interest are encouraged by applicants prior to this date.

For information & application, call the Human Resources Department 14081 741-2000, or write:



West Valley-Mission Community College District Human Resources Department 14000 Fruitvale Avenue Sarotoga, CA 95070-5698

AA/EOE



DEAN

COLLEGE OF BUSINESS AND ADMINISTRATION

SI. Joseph's University is searching for a Dean for its College of Business and Administration. The College current-phas 40 full-time faculty and entoils approximately 1900 undergraduate and 1700 graduate students. The successful properties of the properties of th

Review of candidates and nominations begins on February 1, 1992, and continues until the position is filled. 1992, and continues until the position is filled position is feftone july 1, 1992. Address applications or nominations to Dr. Corolyn Clark, Chain Search Committee on the Pene of the College of Business and Administration in the Pene of the College of Business and Administration of the College of Search Search (Search Search Search

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Davis, Peycholosy Search Committee, De-partisant of Psychology, Old Domitton University, Nortick, Veginia 2155-0207, The deadline for nortisation is April 15, 1992. Old Domologi Inhyristy is an Af-firmative Action, Equal Opponently Em-ployer and resulters Compiliance with the imprisualism Reforms and Control Act of 1980. Proceedings of the Comment of the Co

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ASSOCIATE PROVOST Dean

College of Business and Information Systems ENROLLMENT MANAGEMENT

ALLETIN BOARD: Positions available

ENGLIMENT MANAGEMENT

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The University of Dogton

Adams State College

sistant Vice President for Academic Affeirs and Dean of Graduete Studies #9-01-8008

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Illinois Institute of Technology DEAN **ENGINEERING AND SCIENCE**

ENGINEERING AND SCIENCE

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Academic Dean and Professor

NEW BRUNSWICK THEOLOGICAL SEMINARY invites applications for a new member of the teaching faculty who will seve as Academic Florant Teaching secolary members of the teaching faculty who will seve as Academic Teaching Secolary in Christian Education or Efficies to preferred. As Academic Dean, this person will lead the healthy in program design near Correlate, faculty development, series planning and indiffusionation. As a teacher, this person will fine the approximation for the formal professional control of the formal professional control for the formal professional control for the formal professional control of the formal control of the formal professional control of the formal control of the form

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Qualifierion neclule n ercustive vision in theological education, an ability to provide leanership in one econemical of matter racial comwantly of least male learning, and entained ministry in a church at the Reformat fundion. An earn had ductione, substantial experience and recognized excellence in a charge of the control of t

required.
NITS is no resultation of the Reference Church in America preparing men-and warners for ministry in twenty-four decommittons.
Applications dendine: March 1, 1992. To sebralt application with resume or alumn a jub description, who:

President Robert A. While New Brunswick Theological Seminary 17 Seminary Place New Brunwick, NJ 0990-1107 (908) 247-5241 FAX 19081 249-5412

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THE COLLEGE BOARD Vice President and Treasurer

Founded in 1900, the College Board is a national nonprolil membership association of more than 2,800 colleges and universities, secondary schools, systems of higher and secondary education, and educational associations and agancios. Corporata headquarters are located in New York, New York.

The vice president and treasurer will report to the axecutive vice president for operations and will be rosponsible for managing the tollowing units at the College Board:

- · control, accounting, and linance
- human resources administrative sarvices
- (facililias management)
 management intormation systems.

The successful candidate will have a minimum of 15 year's experience in financial managemant. Expariance in the for-protit and not-torprofit sectors is desirable. Undergraduate dagrea is required; an M.B.A. and/or C.P.A. pralorrad. In addition, excellent communications skills, strong analytical ability, outstanding organizational aptitude, and established inlarpaisonal skills ara required.

The selary will be commonsurate with formal training and axperienca; fringe benefits are

Please send a fatter of application and resume the includes the names, addresses, and telephone numbers of three references before February 14, 1992, to:

> Box 22-100 The Chronicle of Higher Education

The College Board la dedicated to the principle of equel opportunity and its programs, services, end amployment policies are guided by that principle.

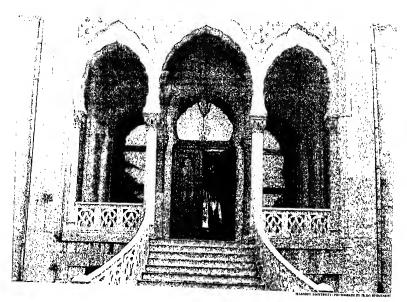
Eastern New Mexico University - Roswell DEAN OF STUDENT SERVICES

Eastern New Mixico University-Roswell seeks applications and nominations for Dean of Student Services [12 month—At Will Contract]; salary dependent upon qualifications. Closing date April 1, 1992. Date available July 1, 1992. upon qualitations. Choing date April 1, 1992. Date notable drily 1, 1992. Duties and flergomabilithism. This is newly created potation which will be responsible for student services at Ensire New Netaclo University-Rowell In breach community ordings of the University including indensions and it can, student government, housing and student cutwersly (FRIO Program). The Dear improx diseases to the Proport in EPMUL Rowell Unit has regionable for confinenting with the Versi Problem of the PRIO Program). The Dear improx diseases to the Proport in EPMUL Rowell Unit has regionable for confinencing with the Versi Problem of the Afficient Problem of the Problem of t

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RULLETIN BOARD: Positions available DALLAS COUNTY COMMUNITY COLLEGE

VICE-PRESIDENT OF INSTRUCTION VICE-PRESIDENT OF BUSINESS SERVICES Eastfield College, Dallas, TX

issteld College, one of the seven member colleges of the Dallas Count of Committy College Olsirics, is seeking qualified applicant for the postorid vice President of Instruction and Vice-President of Instructio

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demainded communities for communius improvement in course policy and the properties of the properties of the properties of the properties of the college including and ligital accountability for the college including all exposibility of all flavarial transactions, record keeping, report peasures, inventory control, and financial and personnelly-avoid covered control, injuryeties the prosonnel responsible for directing proposed in the areas of food services and the college store, Requiremental than the college store, Requiremental and the college store, Requirem

To apply for these positions, forward a résumé to: Kate Kelley, Person-né Coordinator, Easifield Collège, 3737 Motley Dr., Mesquite, TX 7519-7099, Résumés will be accepted until the positions are filled. Review of rissumés will begin March 9, 1992.

EEO/D/AA Employer



ACADEMIC VICE PRESIDENT AND DEAN OF THE FACULTY

NOSIDON: The Ven Predictor and Coan in the chief Academic officer of the Chiga, The Incumbers provides leadership in developing academic policy Was Presidents a smorther of the Predictor stall. Due to neutremon Nosional State of the Chief State of the Nosional State of the Chief State of the Nosional State

source ir desirable.

RECOURGE Casenovia College, founded in 1824, is a throusand student of each gray year private college for men and wearnen loc ated in Casenovia, New York.

MPLICATURES, Candidates should submit a letter of application for recommend prominational containing at least three references and curriculum state of March 13, 1922 to 1

Hartwell P. Morse, Jr., Exec. Ass't. to Pres.
loy Hell, Sullivan Street, Cazenovia, New York i 3035
EQUAL DPPORTUNITY Worsen and minorities are encouraged to apply.
Cuterovia College is an equal opportunity employer.

Vice President for Academic Affairs Dean of the Facuity WOODBURY UNIVERSITY

Burbank, California WOODBURY UNIVERSITY Invites nominations and epicetions for the pos-tion of Vice President for Academic Aflateand Deen of the Faculty, Reporting directly to the President, that Vice President has the region responsibility for all exaders: programs, the Library, and the Registrar of Citics Qualited candidates will have:

Vice President, Academic Affairs Search Committee Woodbury University 7500 Glanoska Bouleverd Burbenk, CA 91510-7846

Woodbury University is an Equal Opportunity, Affirmative Action institution committed to multicultural diversity in its people and programs



Associate Vice President, Research

Associate Dean, College of Medicine

Qualifications include peressary scadenic crudentists and appropriate experience to had rank of professor in a life science area; distinguished record of research and teaching; sebstantial experience in lunded research; knowledge of lecteral lunding process.

Normalionspillation including cover letter and returns showly to the control of the control of the cover letter and returns should be to Susen Erskine, Ollice of Research Administration, OSU, 200 Bircher, 190 N. Oyal Mall, Culumbon, OH 43216-1355; materials should be received by March 20, 1935.

The Ohlo State University is an Equal Opportunity, Affirmative Action Em-ployer. Qualified women, minorities, covered velerans and disabled individ-uals are encouraged to apply.



MICHIGAN STATE UNIVERSITY

Dean of the Graduate School and Assistant Provost for Graduate Education

Wice Provided for Research and Graduate Studies and all of the Proceed William a composition. And I lead agreement of the market Studies and the Studies enabled for graduate programs. The Carabata, School of the Studies and the Studies enabled for graduate programs. The Carabata, School of the Studies of the Carabata Studies of the Carabata

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Office of the Provosa
238 Administration Building
Michigan Searc University
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MICHIGAN STATE UNIVERSITY IS AN EQUAL OPPORTUNITY EDUCATOR AND EMPLOYER. IT SPECIFICALLY INVITES AND ENCOURAGES APPLICATIONS FROM WOMEN AND MINORYTIES.

The application deadlines have been extended for the following positions previously advertised in the Jan. 29 issue. CUESTA COLLEGE San Luis Obispo, California

DEAN OF HUMANITIES - 3/27/92, 4pm

VICE PRESIDENT, Educational Services - 3/20/92, 4pm

CUESTA COLLEGE, Personnel/AA Office, P.O. Box 8106 San Luis Obispo, CA 93403-8106, (805) 546-3127, Fax (805) 546-3907, Cuesta College is an EEO/AA Employer.



UNIVERSITY OF **FLORIDA**

VICE PRESIDENT FOR AGRICULTURE & NATURAL RESOURCES

Applications and nominations are aimled for the postion of Vice Plasidon) for Agriculture & Natural Recources at the University of Florids, Generally A part of the State University System, the University of Florids is a

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If AS has an narrowl operating budget from ledors), state and county guvernments of more than \$100 milion, plus u controets and grams budget of approximately \$30 milion onnually.

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FINAL ITCA TIONS. The decided dappen in an opporprist sea of special/CROT or compaigned sequentiates a necessary, public with a sea of special/CROT or compaigned sequentiates a necessary, public with a sea for special or fireful professional work as por neco. The Viscolar have the qualification or necessary to helic incursary operation with the ocademic took of professor in the appropriate accidemic department. Salary well be commonstrated with appreciate and other qualifications.

NOMINA I IONS AND APPLICATIONS: Applications should include o current research and findings addressed and telephone numbers of all seas three relationsticts. Numericalism should be submissed notified the included the included

VICE PRESIDENT FOR STUDENT LIFE AND DEAN OF STUDENTS WARTBURG COLLEGE

Waverly, Iowa

Wastburg College seeks candidates for the position of Vice President for student Life and Dean of Students. This person is responsible for privaling reative leadership in all areas of student life and serves on the President's

Statement are more recognition and series of modern life and series on the Premaintal countries leadership in all areas of modern life and series on tradein personnel and maintaintain or related professional field. A forestic in particular leadership and the contribution of the contrib

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Wastburg College is an Equal Opportunity and Affirmative Action Employer and encourages applications from minurities and women.

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PROVOST

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The College Union Control College retwo-year community college with compute and randomly could Plane. It roboth and PlaneHet. The College Serves a real confolium of approximately 10.25 undents and a recomp-position of the College of the College College and the College of the College of the College of the College of the College retworks.

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The Bentlitter, the Process reports to the Mrs. President for Academic Affairs which responds for the operation, supervisor and administration of the Flundshild rapper. The Process prepare to commendations and goods of the conjoing development endingstructure and instructure of the Camput.

pro-Qualifications: Lamed bostories. The tric could candidate must have ad-ministrative experience at a supervisor's level preferably at a community of the community of the community of the community of the parties for a ministrative almost account table and be able to work ethersteed with the administration and staff.

Applications and some lines to the by which application will be received in February 22, 1992. The goal is to have the successful candidate begins review by play 1, 1992. To be considered for the appointment, candidate, should withink a letter of application, a resumed and a list of four inferences to:



UNION COUNTY COLLEGE

Medcenter One College of Nursing

PROVOST/DEAN

Applications and nomissilons are invited for the position of Provost/ Dean, Collego of Nursing, Medicanter One College of Nursing is an NLN accordiod Seccalarizests pageram. The college offers curricu-tum feeding to the degree Sechelor of Nursing Science (SNSc) in preparation for research based nursing practice.

An earned doctorals, a mealer's degrae in nursing, ond experience teaching at the collegate level are required, in addition, the cendidate should have demonstrated accessful locatorals and aministration in o professional auraing program either as the Assistant Doen or Woo-President, Must be supported at a solicone based and research

The position to open immediately; starting date negetiable. Top salary and benefits. Application including current vitae should be sent to:



Chairman, Search Committee Atn: Humon Resources Department Medicenter Chair 300 North 7th 5tmet 8lamerck, NO 58501 (701) 224-6128

medcenter one.

Equal Opportunity Employe

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PROVOST/ VICE PRESIDENT

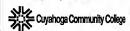
Metropolitan Campus

Cuyahoga Community College is seeking a statadministrative and executive officer capable of a carding, planning, menaging and eveluting programs in recting, planning, menaging and eveluting programs in instruction, student development and support services on the Metropotitan Compus. We will look by you to provide college-wide leadership for ecodemic services and the college of the college of the your to provide college-wide leadership for ecodemic services and the college of the college of the continuing end Professional Education and Physical continuing end Professional Education and Physical Education Athletics. Serving as a member of the President's College, the dynamic, resourcely for easing a seek will see the responsible for ex-campus implementation of College policies, possible and objectives into elective, practical less, goals and objectives into elective, practical programs.

programs. This highly visible poellion requires an earned Do-torel degree (or equivalent education/experience) correplemente by 5-years of progressively respe-sible academic education progressively respe-sible academic education sperience, preferably education. Previous teaching experience, preferably education. Previous teaching experience, preferably education in a progressive sperience of the community college level, is essential. General the previous time to the progressive sperience of the p The sansitivity to reepond approprietely to the needs of a society and ethnically diverse community is a musi.

is a must.

We are prepared to reward the selected candides with an attractive scale-phenellis package and organized to the control of professional growth and development of the control of professional growth and development of the control of the



Northern Illinois University 1 **ASSOCIATE PROVOST**

Northorn Illino lo Univorsity Invites aominations and applications for the position of Associato Provest. The auccessist condicate will be respondible for providing loadership in confiniting NIVI committee to excellence in a broad range of undergraduate programs. The Associato Provest reports to the Vice Probletart and Provest.

ollab Provosi reports to the Vice Provider and Provost.

The Associator Provosi concress commissivative assomitibility for the coordination of undergradusis programs, especially in the sets of corriculum, occessment, and excellent standards. Outside solders oversight of the offices of admissions, rogistration and notocks, sent offices of admissions, rogistration and notocks, sent offices of admissions, rogistration and notocks, sent other special propuletion programs. The position requires an associational control of the propulation and the propulation and programs of the propulation and control than understand and providers and and providers and commitment to equal proportions along the providers and providers and providers and commitment to equal opportunity and immension solving satile, and a commitment to equal opportunity and immension action.

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Northam tillinois University, octabilished in 1985, is a stati satisful comprehensive research institution which offers program Service work instructional collegers: Business, Education, Englished Service and Studies, and Visual and Performing Arta. The University less one of the Comprehensive and Studies, and Visual and Performing Arta. The University less one of the Comprehensive and Studies, and Visual and Performing Arta. The University less one of the Comprehensive and Studies, and Visual and Performing Arta. The University less of Studies and Comprehensive and Comprehen

gue soop and 4S miles southéest of Rockford.

This position will be southeiro July 1, 1992. Applies sins should subset is later of interest; a compoter récumé; and tits names, addresse, and telephones aumonne of the reforences. Applications and nominationa should be roccived no later than March 9, 1992, and should be averaded to: Dr. Kendell IL Sekor, Charl, Search Committee for Application (L. Section 1997). Charl Section Committee for Application (L. Section 1997). Charl Section (L. Section 1997). Se

AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

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MU Marquette University

SULLETIN BOARD: Positions available

VICE PRESIDENT FOR FINANCE

storests labersity, an independent, Catholic, Jesult, coeducational, utar where yet 11,400 located in Milwaukee, Wisconsin, Invites applications and parallastions for the position of Vice President for Finance.

parameters and an advantage of the position of the Praisitent for finance, and advantage of the prace is repropried for the overall management between the finance is reproduced for the overall management that the three produced for the produced

initially senior management team.

We member of the emphasis of responsibilities will lie in generating a behanced may be designed to the production of the

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Be accessed candidate for this position will have at least a Master's eigne from a recognited coffeege or university, and possess; as proves taxel, second in financial management with at least 0 to 10 years of progressively responsible experience which office evidence that the conditional can manage and no presiding hadiget in excess or 3 160.

a convirment to enhancing the goals, purposes, and heritage of a Cabelle, jesuit higher education institution: appetence with fund accounting and with various types of equity and bond fnancing pertinent to the academic sector.

s significant exposure to information services and payment and receiv-able systems withis the finance area, and a strong understanding of and appreciation for sound moral practices in areas of finance, audit,

and poyment systems:

she warmth, humor, leadership qualities, and the personal integrity,
characte, and drive of a leader who can work both autonomously and
as a member of a unified team under strong leadership.

The expected starting date will be july 1, 1992 or as soon as possible Norshadors and applications should be directed to:

Barban R. Wille
Vice President, Executive Search
Barnes & Roche, Inc.
919 Conestoga Road
Building Three, Suite 110
Rosemont, PA 19010 Fax: (215) S27-0301

Marquette University is an Affirmative Action, Equal Opportunity Employer. Women and minorities are encouraged to apply.

Allentown College of Saint Francis de Sales

VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

Mississon College, a Calholic, tiberal arts college of 1,420 PTE nito first located in the scenic Lehigh Valley of Pennsylvonia, is seeking a Vectruident to lead the offices of development, public reinitions and stand relations.

The Yor President will report directly to Alicniows College's Presides, the Fer. Daniel O. Gerribot, O.S.F.S., and will serve as member of the President, and administrative council. Along with the President, the President will identify, collayer and solich the College's most in the President will identify, collayer and solich the College's most in the President of the President

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Juilled candidates will possess 8-10 years of increasingly respon-tive projections will correctitation on miles glifts shard miles to carrie, present selling, energy, intelligence, and humor will not produced present stelling, energy, intelligence, and humor will not produced by the program of the program of the produced in the accessibility of the program of the produced of the object of catholic higher objects.

The position will be available July 1, 1992. The salary is very com-petitive and commensurate with experience. Applications and nominations are being accepted by:

Barbara R. Wille Vice President Executive Search Barnes & Roche, inc. 919 Conestoga Road Building Three, Suite 110 Rosernont, PA 19010 (215) 527-5244 PAX: (215) 527-0381

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The University wide writing Phyliam thassed in the Cullege at Arts and Science expects to append an accomplained scholar in composition, and retroid, and destingualfue electrons to lead the continuing development of an

EXECUTIVE DIRECTOR

Opportunity with non-profit in-

VICE PRESIDENT FOR INSTRUCTION Westerk Community College levies applications for the position of vice president has instruction.

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Deportunity with more than the terretional environment and development education organization. Successful fund-ration geo-perhence sequited. For further information write or fact Search Cummittee. Coolidge Center for Environmental Loadership, 1675 Massachusetts Avenue. Cambridge, MA. 02138, faz: 617-864-6503. Deadline: February 21, 1992 (Hosse no phone calls.

THE COLLEGE. Weark Callege is n publicly supported, single-campus, compreheavie community college located in Fint Smith, Ariansas, n bistoric city of 75,000 shuared in a region of lates, rivers, and cent beauty between the Orark and the Dunchtan Munutains on the Ariansas-Okhibona border. The Institution has a credit enterliment of over 5,500 students on the College of the Colleg offering a wide range of seadenic, techaleni, continuing education, and industrial training programs. The College also operates a University Center whereby various universities offer bactelor's and master's degrees on the campus.

The College has experienced a 61 percent growth in FTF corollment since 1985. The College colors good heat support, having recently completed a successful fibe million dollar endow meat campaign for private funds and obtaining citizen approval of additional local tan support for new buildings to accommodate the eurollment growth.

THE POSITION. The vice president for instruction reports directly to the president and carries broad leadership and management responsibilities for the various instructional and aendemic support programs of the College.

Qualifications of the successful candidate will include

An earned doctorate with strong academic background,

Significant evidence of the ability to provide effective leadership of academic and technical instructional programs in previous instructional leadership positions.

Evidence of well-developed listening, oral and written communication skills accessary to build consensus and mobilize faculty and staff resources to achieve institutional goals.

Evidence of ability to effectively plus for and musage available equipment, incilities, dollars and human resources for the College's Instructional programs.

a Working knowledge and esperience in developing and using institutional effectiveness-measurement systems and program evaluation systems for continuous quality improvements in the instructional program.

A demonstrated shifty to mold and lead responsive competency-based technical programs to loster economic development and the growth and viability of area industry.

SALARY AND BENEFITS. Salary will be commonsurate with qualifications, experience and achievement record, range: high 50s - high 60s; aegotiable, and competitive beachis package. Required availability date no later than July 1, 1992.

required availability date in older then July 1, 1992.

APPLICATION EE/ALIS. Please about a letter of application, of so more than three pages, ideoallying how the applicant neest efestered qualifications and assumantiate personal views and approach to the did antenies efficiers role, a results-ordered resume, and copies of transcripts to Director of Personnel, Westark Community Cotlege, P. O. Box 3649, Fort to Director of Personnel, Westark Community Cotlege, P. O. Box 3649, Fort will be sent by return mail. Review of applications will begin on Petersumy. 25 and the continue and the position is fully

AA / EOE



UNIVERSITY OF DALLAS

VICE PRESIDENT

Finance and Administration

The University of Dales invites applications and nominations for the quantize of Vice Paradient for Finance and Administration. The Sylvanization of Vice Paradient of Finance and Administration. The Sylvanization is the Paradient for the direction, integrity, quality and the Company of the

resources, securing the distribution of the company of the company

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Vice President of Academic Affairs

Ashland University is a private, mid-sized, liberal arts, teaching university is 5,144 students study in five schools, two oll which offer graduate degrees, and one graduate shoology deletion offering more than 100 major. The Ashland University leadily have a tradition of excellence in teaching and scholarship hossess; teaching is the matthes or nos presequities.

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Anthend University is a private university began in 1978 and governed by a Board of Touriese, including alumnt he community, business, and the church, Acting through the President, the chief accedence (distort has net reponsitive) to pressuant accelerate, policies and issues to the Board of Trustess. austy to present accurator, process and assues to me stored of Trustees. Ashland Lievenity seeks anonimations and applications for the Voc President of Academic, Affairs. The salesy will be competitive and commensurale with experience. The salest will be competitive and commensurale with experience. The salest will begin by March 18, 1992. Please direct or according to the condictates will begin by March 18, 1992. Please direct to the condictates will begin by March 18, 1992. Please direct



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VICE PRESIDENT FOR ACADEMIC AFFAIRS **VICE PRESIDENT FOR**

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The University seeks to fill this position by August 1, 1992, but is willing to negotiate a letter date as appropriate. Compensation

Starting snlary will be compellive and commensurate with qualifications and experience. The position includes a broad, attractive benefits package.

Nominations and applications should be addressed to:

Academic Vico President Search Committee c/o Dr. Bob H. Suzuki, President California State Polytechnic University 3801 West Temple Avenue Pomonn, Celifornia 91768-4020

Personn, Cationia 91764-4020.

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Cellfornia State Polytechnic University, Pornone is an Equal Opportunity, Affirmative Action Employee. The University hires only individuals lawfully authorized to work in the United States.

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Muncie, Indiana

Teachers College. Ball State University, Industrially one of the nation's load-ers in the preparation of calculus, Notices seven departments and the departments of the Busic Laboratory School, a N-12 program with approxi-nately 3-51 stateless Located on the University carpus, United Protection and Commission of the Commission of the Commission of the Commission of the majors. In addition, the School protects the development, demonstration, and discommission of electric and minimate seating practices and super-trapplied research and the Commission of the Commission of the protection of the Commission of the Commission of the Commission of the protection of the Commission of the Commission of the Commission of the Commission of the protection of the Commission of the Commiss

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Ball State University is an Equal Opportunity, Affirmative Action Employee and is strongly and ectively committed to diversity within its community.

THE UNIVERSITY OF CENTRAL ARKANSAS



The University of Central Arkanass (UCA) invites applications for the osition of Vice President for Administration.

Located in Conway, Arkansas, thirty miles from the metropolitan area of Little Rock, UCA is a comprehensive university with an enrollment of 9,000 atudants, approximately 350 full time faculty, and a staff of 300. 9.000 abulants, approximately 350 full time faculty, and 0 staff of 300.7 vice Treadent for Administration is a member of the President for Administration is a member of the President and its specifically responsible but the physical plant, campus security, personnel, for computer centor, telecommunications, the campus pool titlesc and food services.

The position requires experience in administration and management, leadorship skills and ability to communicate effectively with Internal and caternal constituencies. Experience in higher education is detailed: This position becomes wearn upon the reference of the incumbent, and the starting date is negotiable.

isideration of applications will begin March 1, 1992. Letters of ap-

Dr. H. B. Hardy, Jr.
Assistant to the President
University of Central Arkansas
Conway, Arkansas 72035

An Equal Opportunity, Affirmative Action Employer.
Minorities and women are encouraged to apply.

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Business: Use Residence Hair Consultany Consulta

University of Northern Colorado

VICE PRESIDENT FOR ACADEMIC AFFAIRS

QUALIFICATIONS AND EXPERIENCE: Cardistates may grown a remy ductorate or equivalent from nan accordand university as well as demands and experience from a rank or dispositions from the rank of all professors in more dispositions, and experience in the university for the university for the university for the university for the university of the universi

municularia and gender-related Issues.

POSITION DESCRIPTION: The Vice President for Academs. Aftern industry in support of the University's President and serves as the cloth academs utilised in charge of planning, unganisating, administrating, and evaluating, and evaluating, and evaluating, and evaluating and evaluating and societies. After and Securices. Single-size, stored, and Societies. After and Securices. Single-size, Concluding Education Education. Granual Societies. After and Education Education. Caralitate School: Hought and Humann Services; Performing and Visual After and University Ulturies.

and University Ultranes.

The Vero President provides leadership in program development and music-nence of high academic standards; is resputable for overall declarate de-toculinent, referring, ferrange and promotion of lacefully represented as a continent, referring, ferrange and respectively. The providence is all con-tractions of the President's called the process, and serves as a sense member of the President's called the process and serves as a sense member of the President's called the process and serves as a sense member of the President's called the process and the president of exception of the President's called the president of the president exception of the President's called the president of the president scale and the president of the president of the president of the president scale and the president of the president of the president of the president of the scale and the president of the presid

STARTING DATE: No later than July 1, 1992.

Search Committee for the Vice President for Academic Alfain

Federal regulations require that all documents submitted by applicans to relatined by the University. Material will not be returned or copied for appli-

LOCATION AND ENVIRONMENT: The University of Northern Colordia, a tentor public institution, is funded in Greedey. The Fall 1991 usual combinate public institution is funded in Greedey. The Fall 1991 usual combinate were full-time students. The Living Advanced in the Color of th

This position is contingent on 0.5,000.

This position is contingent on funding from the Colorado State Legislates approval by the Board of Trustees, and subject to the policies and rapidates of the University of Nurthern Colorado. Qualified women, minorities, settems, and district persons are encouraged to rapply.

CHIEF ILLINOIS STATE WATER SURVEY

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The State of Illinois is an Alliemative Action, Equal Deportunity Employs

VICE PRESIDENT, Academic and Student Affairs

EXECUTIVE

ULLETIN BOARD: Positions available

Cuphoga Community College District, a North Central Association according units multi-campus community college, invites communities and applications in the position of Executive Vice President Is the College's choice vice President Is the College's choice exact with Lates, the tasking and innovative to be in replementing the College's ac ademic at rategy in the decade of the 1991's.

dezá of the 1990's.

The seast-th candidate will be responsible for guiding the College's academic strategy in the season and will bous on the implementation and eveluation of academic strategisters and the season an

of Insies.

Cyclogrammirly College is a League of Innovelion school and Ohio's largest public formunity college. This ubban multi-unit community college district has been seen in Patrian Patrian Heights, Highland Hills and downlown Cleveland. Each campus has modern, stale-of-the-art facilities and equipment and provides under a description of the college of the co

answary transer. Milanum qualifications for the position include an earned doctorate degree, a fullnaming qualification for the position include an earned doctorate degree, a fundamental of commitment to the comprehensive community colego philosophic are very companied to the properties of the properties of the properties and swall-fiely to a socialty and ethnically diverse community. The Collego ollers o competitive salary with excellent benefits.

Cardidates withing to be considered should submit a detailed letter of interest callfully their detailed by the considered should submit a cetailed letter of interest callfully their detailed philosophy and commitment, a current essume high-pling achievements related to critical noted observe and the names of all least time individuals with whom the candidate has worked. All professional reletences shad be provided to:

Dr. Frank William Rets Dr. Frank William hets
Executive Vice President,
Human Recources & Administration
Cuyahoga Community Collega
700 Carnegle Avanuo, Dept: CHE
Ctevalend, Ohio 44115

The screening committee will begin to review resumes by Friday, March I 3h, 1992. An appointment to the position will be made on or balore July tel, 1992. We are an Alfirmative Action/Equal Opportunity Institution.





University of Phoenix

Phoenix, Arizona

Vice President For Academic Affairs

INSTITUTION

Pounded in 1976 in Phoenix, Arizona, as a for profit higher education institution solely for working adult students, the University of Phoenix currently enrolls over 13,000 notets in undergraduate and graduate programs in business, management, nursing, education, and counseling. The University employs over 2500 faculty and staff and has 22 campuses and learning centers in Arizona, California, Colorado, Hawaii, Newada, New Mexico, Utah, and the Commonwealth of Puertn Rico, as well as its ONLINE (computer based) and ACCESS (teleconferencing) educational delivery systems.

DESCRIPTION OF POSITION

The new position of Vice President for Academic Affairs will be the chief neademic officer of the University reporting to the President, and will be responsible for all academic operations and programs newtony responses one reason, and win or responsing to rail season to operations and program hereding: seadonic staff, faculty, curriculum, program development and innovation, utilization of data from the University's Adult Learning Outcomes Assessment Project, and budgeting of all sites at which the University provides duestional programs and services. The Vice President for Academic Affairs will work closely with the University's Board and Senior Faculty in directing acade mic growth and ensuring academic quality in all educational products and services.

SUCCESSEUI CANDIDATE

The successful candidate will possess an earned doctorate or terminal degree; demonstrate professional incuscessiu canadate witi posses an eamea ooctorace at termina degree; occinoratae processionii experience in both academe and business and industry, and be able in competentily and offectively balance the demands of uperaling an private institution while both maintaining and improving a cademic quality. Shell-te must evidence the ability to think, write and communicate clearly and effectively; possess a strong commitment to educational innovation and change, and have the ability to work in a non-traditional institution which is a leader in importive education for working adults. Salary is ensurate with education and professional experience. The University provides not excellent benefits and profit sharing program.

Qualified individuals should submit o letter explaining their interest in the position, a curriculum vitae, and the names of references who can ediest to their personol and professional qualifications to:

> William H. Gibbs President University of Phoenix 4615 East Elwood Street P.O. Box 52069 Phoenix, AZ 85072-2069

The University of Phoenix is an Equal Opportunity Employer.

NORTHERN VIRGINIA COMMUNITY COLLEGE Provost

non-credit community service and punit carriers established.
Minhamm qualifications include an amend declarate and significant certification and service declarate and significant certification and the service of the

INSTRUCTIONAL SERVICES Notifiern Virginin Community College is seeking candidates for thu position of Provesi of its Alexandria Campus, once if we campuses of the college. The provest serves as its instructional leader and admitistrative board of the campus and reposite directly to the prosidest of the mutiti-campun callege. Notifisers Virginia Community Collogs serves the Virginia pourtion of the Washington, D.C. restrogolitan eras. The Alexandria Campus serves a credit somitiment of approximately 13,000 students and serves approximately 21,000 students and serves approximately 21,000 persons in non-credit community service said public services activities.

VICE PRESIDENT FOR

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NORTHLAND POSITION OPENING VICE PRESIDENT FO INSTRUCTIONAL SE

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 Statement of administrative philosophy
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od application materials by March 13, 1992, to:
Anne Abbey, Administrative Assistant to the President
March County Communely College District
March 10, 1993, 1993, 1993, 1993, 1993, 1993, 1993, 1993, 1993, 1993, 1993, 1 All application materials become property of the cullege and will not be reused. Salary is mid-50's plus generous benefits package. Starting date is one before July 1, 1992.

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EXECUTIVE SECRETARY Alumni Corporation Board of Directors and Director of Alumni Affairs

of Alumnii Affalrs

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Submit letter of application and résumé los

Submit letter of opposition of the Royald A. Joyce
Vice President for Alumni Affelts, Continuateations and Development
Colgate this bersity
Lamilton, 1971-3346

The position remains open until filled. Candidate records screening will begin immediately.

An Equal Opportunity, Affirmative Action Entployer.

Raddence libs University of Illinois at Ur-bane-Champakin, Area Coominater. Re-sponsible for imagement and coordina-tion of residuals like acceptives; supervise professional devidem Directors, Master's a Sandan Personnil or sellated field and sheep years of full-dine work in residential, tic selline required. Salary: Commensus

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VICE PRESIDENT ACADEMIC AFFAIRS

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Appointment Date
The university seeks to till this position by August 1, 1992, but is willing to negotiate a later date as appropriate.

Compensation Starting salary will be competitive and commensurate with qualifications and experience. The position includes a broad, attractive benefits package oreinations and Applications
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California State Polytechnic University, Portuna is an Email Opportunity, Alloreative Action Employer. The university biner only individuals lawfully authorized in work in the United States.

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Vice President for Academic Affairs DOANE COLLEGE

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Divine Cutlinge, Nabresha's oblical independent rollege, enjoys a national reputation for cacellence in undergraduate oducation. The suse caseful candidne until have a clear vision of distinctive undergraduate education and be nibe to utrituals that vision in the context of Distinct and be able to move a Long Range Plan lover act.

Candidates should understand why other collages am "emerging" as distinctive leastitutions. Candidates should understeed great tenching and effective learning through liferent are and pre-professional programs, treditional and man-traditional education, and independent, church-related oducation. A

Daunc College to Incated to Circle, Nabrasia, part of the Elincola matto area, and serves 720 residential and 600 non-radiitional students. Doors enjoys a \$25 cm. Incated to the College of the College

Fred D. Brown Fresident Doane College 1014 Hoswell Avenu

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AA/EOE

VICE PRESIDENT FOR EXTERNAL RELATIONS

The Vice Praident for Easternal Relations rupts to the President and Is a member of the President at Cabinet. The Vice President's responsibilities include state and peter algorithms and an applied relation.

Camidians for the position must, at a minimum, have a baccalaureate degree and three years of darhinitrative expositonce however, the University expects into the most qualified condicities will have an odwared degree, professional experience in accession, accession, accession of the Vice Camidian of the Camidian of t

in attiminative action and equal upportunity.

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Chair, Search Committee far the Vice Freeddent far Kalormal Helmions University of Minnesots, College of Edocation 105 Metrics II/II 170 Pillabury Drite S.E. Hinnespolis, MN 63-8485

The University of Minnesses is committed to the policy that all persons shall have equal occess to its programs, forthins, and employment without regard to race, said, reced, religion, reed, edge, mortial status, disability, public existences notas, retered relates, or result of retentations.

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California State University, Hayward ASSOCIATE VICE PRESIDENT, ADMISSIONS AND ENROLLMENT SERVICES

THE POSITION

HIE POSITION
The Associate Vice Precident Is responsible for planning and done to expensive units associated with enrollment services: the Oline of Marie and interest to the Oline of Marie and Mar

QUALIFICATIONS
(1) Minimal level of clucation in a Master's Degree and at least 5 years, responsible experience in an office of admissions and emoliment state, responsible experience in an office of admissions and emoliment state, and the contraction of the co

THE UNIVERSITY

Callionia Saste University, Hayward is a comprehensive, registation-versity consultated to a coelience in teaching and assessert and to meeting the recognishing of an public institution in a large methodate and excellent and produce and the recognishing of the recognish

The appointment is to be effective July 1, 1992. Screening is especial to begin February 15, 1992. Applications should include a letter resume, and the nature of three references.

Please address rivelinations and applications to

Chair. Search Committee for the Associate Vice President, Admissions and Enrollment Services Office of the Provost and Vice President, Academic Alials California State University, Hayward Hayward, CA 94542-300.

DALLAS COUNTY COMMUNITY COLLEGE

VICE-PRESIDENT FOR BUSINESS SERVICES Cedar Valley College, Dallas, Texas

Cedar Vailley College, unto if the seven member colleges of the Dillar Con-ty Community Crillege Distrik, is seeking qualified cardidates for the po-tion of Vice-President of Business Services. Cedar Valley is keed and have-ter, 1X, a southern subush of Dallas. Current entofitnest is over 3,400 cedi and 4,000 non-seed studiests. Annual hardge tras seek nine midlionabilist and 4,100 zmm-s, note is subjects. A must hange to each site million ability. The VPBS is recommissible in the up analysis and an animal state of a real and hanges a links and for the administration of the test and hanges a links and for the administration of the test and projections, longist development and mentioning, and this part detection and projections, longist development and mentioning, and this part detection and projections, longist development and mentioning, and this part detection and projections are installed in significant and animal part of the projection and animal part of the part of th

For consideration, forward a résumé to Mrs. Pat Jones, Personnel Coodin-tor, Cedia Valley Collège, 3030 N. Dallas Ave., Lancaster, TX 75134. Appl-cation deadline is February 28, 1992.

EEO/D/AA Employer

URSULINE COLLEGE FOR ACADEMIC AFFAIRS uniter College Invites numinations and applications for the position gives Passident for Academic Affors. The Vice President is the chief suffering dilicer of the College, is a member of the President's Staff, as discby

VICE PRESIDENT

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all materials to:
Cheirperson of the Search Committee
Office of the President
Urauline College
2550 Lender Road
Papper Pike, Ohio 44124

Unnice College, on equal opportunity employer, encu

ST. SCHOLASTICA

VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

Be Callege of St. Scholastica, a curchicational Benedictine Liberal Artifologieses a leader for a comprehensive invitational arbanicement proposition for the staff includes III fundamental are 15 support personnel due collectively attracted \$2.7 million in gits and prants thuring the most wear facility.

recent food year. the College has nearly chathled lis cerrollment to approximately 2000 in the put to year. The student burly has grown both in reunbers of tenditional students are cell. In the case of the public of the cell. In the cal-pages in reflected in 10 carroccutive bulanced landgets and a proving

Properties.

The purpose elected will have strong tembership skills and he capable of footing and managing an integrated effect which involves and only skill but will being to bear the energies of Trustees and other volunteers from the community.

THE COLLEGE OF

Please send all materials to:

UNIVERSITY OF MAINE SYSTEM

PRESIDENT

UNIVERSITY OF MAINE AT MACHIAS

The Presidential Search Committee, established by the Board of Trustees the University of Maine System, invites nominations and applications the position of President of the University of Maine at Machas the pusition of Praident of the University of Mains or Machias. The University of Males in Machias is the castermonic campus in the The University of Males in Machias is the castermonic campus in the Cultural Conference of Con

cancer of the natural resources of the area.

The Provident is the chief acadevic and administrative officer of the camps, responsible for all aspects of its uperation. The Provident reports directly to the Charefullor of the Systems and scenes, along with the providents of the other ask care puses, no a nember of the Provident's Council.

Qualifications for this position include a proven record of schebar-lip and academic leaderly, accitecting leaderms, acceptable administrative experience.

The foroial review of candidates will begin mid-February, 1992.

Nominations and expressions of interest should be submitted to Chairman of the Search Committee and Member of the Usera at Trustees
University of Maine System
107 Maine Avenue
Bangor, Maine 0401

The University of Maine System is an Equal Opportunity.

Affirmative Action Employer THE STREET, ST



PALM BEACH ATLANTIC COLLEGE

Vice President for Academic Affairs

Applications and membratism tom lives for the posterior of the Passisten for Adaption of the Passisten for Management of the Section of the Passisten for Adaption Affairs of Lance and Lance as stilling advices for the passistent of the Passisten for the Passisten

The position is sveligible June 1, 1992. The application deadline is March 1, 1992. Patre Bosch Atlantic College is a comprehensive liberal and college of 1,500 aludents located on the intracoastal waterway in downlown West Palm Beach, Florids.

Please aubmit résurés or latter of nomination lo:

Carsy C. Newman Chair, Borsening Committee Paim Beach Attentio College P. O. Bos 24708 West Pain Beach, FL 33410-4708

Paim Beach Afnatic College is an Allimetics Action, Equal Opportunity Employer.

VICE PRESIDENT FOR DEVELOPMENT

THE UNIVERSITY

Tamsylvania is a private liberal arts college in texington, Kentucky, with an enrollment of 1,000. Founded in 1780, the University enjoys a long and distinguished history. For the past tom years, US New & World Report has cinked Thinsylvania as one of the top five regional liberal arts colleges in the South. With an endowners of almost \$50 million, 'transply, mia has recently completed a major furk.' drive, surpassing its good of \$25 million.

THE POSITION

The vice president for development will report directly to the president and will manage, design, and implement a comprehensive development program. He/site will oversee the organization and management of a capital camsee the organization and neurogeneous of a cipital carrier paign and will klearify, cultivate, and solicin major gifts from individuals, corporations, and foundations. Extensive travel is required. Salary is commensurate with qualifica-tions and experience. Starring date is July 1, 1992.

QUALIFICATIONS

The successful candidate will have five or more years of fundraising experience, preferably for a liberal z > 0 college. A demonstrated track record of achievement in glff solicitation and superior writing and speaking skills are required. Management experience in functionalsing are required, management wheelige of not known freeding charitable giving are highly destroiche. A declearle at or the University and an enhancism for hard work and long hours are essential. Academic requirements inclinde a bachelor's degree, with a master's degree preferred.

Nominations and applications, with a resume and names of three professional references, should be sent by March 16 to:

President Charles L. Shearer Transylvania University 300 North Broadway Lexington, KY 40508-1797

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TRANSYLVANIA

EXECUTIVE DIRECTOR COMMUNICATIONS

Milton Hershey School HERSHEY, PENNSYLVANIA

HERSHET, PERINSTEVANIA.

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-----------PRESIDENT

Mid-South Technical College Crittenden County, Arkansas

Applications and commandous are invited for the position of President, who is the Chief Executive Officer of the college and responsible directly to the Brand of Taxons

AMI South h located in Entern Arhanau 10 mBes from Memphis, TN lo a sounty serving \$10,000 Ochia residente. The physical plant was preclosuly deficiated to rote Institute of the most produced by the order that is desired on all as no as Joseph source that is making on the first produced by the order of the order o

The sucress of a technical college is largely dependent upon the commitment, experience and ability of the chief administrative officer in spenting a comprehensive laturations responsive to the more of the service sear. The local board residual process with the following infinitume qualifications: search to call board residual process. I search the search of the service search to the comment of the comment o

5. Between experimental process in factor of the process of the pr

The local board shall consult with and have the advice of the Arkansas Board of Higher Education in the selection and amployme at of the president, individu-als with the above qualifications will recrive preference.

APPLICATION PROCEDURE A letter of application stating how the applhant recets each of the elements of the profile.

elevents of the profile.

A cutreat resume.

Names and telephone numbers of three current references.

Applications must be postmarked no later than Marcis 7, 1992 and malled to:

MID SOUTH TECHNICAL COLLEGE Presidential Search Committee P. O. Box 2067 West Merephis, AR 72303

It is expected that the new President will be selected and in place no later than-

Compensation is competitive with other Technical and Community Colleges of comparable size in the region.

PRESIDENT

LAKE SUPERIOR STATE UNIVERSITY Sault Sainte Marie, Michigan

The Board of Regunis of Lake Superior State University and its Presidential Search Committee invite nominations and expressions of interest for the position of president of the university.

lor the position of president of the university, with an amphasia of undergraphy and the properties of the properties of

gue.

Because of its binational foration, the university aftracts a sizeable aum ber of students from Canada. Laku Superior Stote has the largest studen population of Native Americans in the State of Michigan.

propulsion or native Americans in its obsite of Michigan. le addition to its general odusation requirements, Lake Superier pro-vides contemic offerings at the undergreduate level in criminal justice, business, hindjects and accels accinctes, angionoring technology, nurs-ing, and the acts and aclences. Thu massio's degree in business adminis-mation corributes its growth.

The introversity sacks an outstonding individual to provide atrong, co-olive leadership in move this yrung, dysamic institution to its next state of doveloprouni. The new president will be expected to seeumo office on july 1, 1982.

Nominations and expressions of interest, the review of which will begin in early March, should be sent to:

Dr. Alice R. McCerlly Cludy, Presidential Search Committee Lake Superior State University Sault Sto. Meria, Mi 41783

The Equal Employment Opportunity, Affirmative Action Employer.

Spanish Ferilden, good veer resistances on the Park State University. Riferville, Missouri ent., 1952. State index, latermillen, dart entreits a soldier stored resistance of the state of

Special Edward on School of Remarks, the News Special Edward of Special Company of the Spec

Mankato WALSH COLLEGE STATE UNIVERSITY is searching for a is searching for a new President

who, for the first linte in its history, will not be a member of the religious table which bounded the Collegel This creates an extraordinary reportunity for a decisized Roman Catholic effuct and who is willing and able to build on the limit boundation established by the Refoliers of Christian Instruction over the last their did a Century.

new president

growth and new program development.

century.

grown authors pagain teces pinets.

The president, of course, with Ave to have strong communication skills, fiscal competence, fund-raising capability, and a comminent to collegality in decision-making, but these practical attributes must be balanced by visum, courage, compassion, spirituality, and sensitivity to gender issues Walsh laculty and stutients lave a right to that kind of leadership.

The Chilege, a baccalainate institution with some graduale programs. Nas awell-chediciated faculty of 118 members, a coeducational surface library of 150 whom 44% are of non-traditional age. The president will be expected to have an earned terminal digree and, ideally, will have had experience in a private liberal arts college both as teacher and administrator.

Compensation will be competitive. Deadline for application: February 15, 1992. The new pesident will take office un july 1, 1992. He or she will be expected to lead the institution into the next

Applicants are invited to accompany their curriculum vitae with a letter explaining how they will meet the educational challenges of the 1990's, attriessed to:

Brother Jerome Lessard, F.I.C. Chairman, Presidential Search Commiliee Walsh College 2020 Easton St. N.W. North Canton, Ohio 44720-3396

An Equal Opportunity, Affirmative Action Employer

Search for a Chancellor of

North Carolina Central University

DURHAM, NORTH CAROLINA

The Board of Trustees of North Carolina Central University seeks a qualified person for the position of Chancellor. The appointment will be affective July 1 1992. The salary and fringe benefits are corepetitive regionally and nationally.

North Carolina Cerrital Livbernity is one of the sitteen constitution and sociously. North Carolina Cerrital Livbernity is one of the sitteen constitutal institutions of the University of North Carolina. It is a historically block, gubble, compressions that the situation of the University of North Carolina. It is a historically the Colleges of Arts and Colleges of Arts and Colleges of Arts and the Colleges of Arts and

students on a 104-acre campo.

The Chancelor Orlor Curcles Central University is the chief administrative and executive head of the institution and a suppossible for carejang out the proteines of the University System's Provinces of the Institution's Exact of Trustees. Nominees for the posterior device of the University System's Provinces of the Institution's or appropriate instituted gave in an exacted or a professional field and possess a demonstrated record of scademic societies and demonstrated records and demonstr

Mr. Bert Collins, Cheirmen
c/o Dr. Patry B. Perry, Executive Ofrector
Search Committee for Chencellor
Post Office Box 1769
Outhern, NC 27702-1769

References will be contacted alter an initial screening of application

AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

Fonding is 10.7. Manhot State University is a unique comprehense public university, hearted 25 miles sende di in 70.00 miles metapelic antiversity, hearted 25 miles sende di in 70.00 miles metapelic and in 10.00 miles and in 20.00 miles in 20.00 Recently reaccredited for the next decade by the North Central Association, Walsh Cnilege is virtually debi-free. Though not with-rust linancial concerns shared by most independent liberal arts chileges, Walsh is a stable institution with a pattern of enrollment

ate laws.

The Lutwently is seeding on effective leader with the appelence searching the control of the properties of the control of the cont

An earned doctorate or other significant evidence of scholarship is re-quired and teaching experience is preferred. quants and uncoming septratures in preserved. An applicant rout about Nominal iron for this position are one coveraged. An applicant rout about the property of the property o

at this time.

A comploid position description will be provided upon application or internalion. Review of applications will begin on March 0, 1982. Appointment date is june, 1982 with service controuncing on july 1, 1982 or as soon thereafter as possible. Applications, nominations, and leguides should be addressed to



Dc. Manuel Mariano Lépez
Associate Vice Chancellee for Academic Alfate
Minnosota State Ustverally System
555 Park Street - Suite 230
St. Park, MN 55103
1012/ 298-6079

The Mianesota State University System and Manketo State University are equal opportunity, affirmative action institutions

PRESIDENT CALHOUN STATE COMMUNITY COLLEGE

Search Reopened

Applications are being accepted for the position of president of Leibous State Community Collage, a comprehensive community realizes better than Tanassess voltage region of north central Alabams at Becaute. The Contraction degree propersion and 6d generalizes are president of the Contraction of th

Matter's degree is required. Preference will be given to candidates who hold an aaraed doctorate from an accredited institution in addition to possosalag senior leadership caperience in highes education at the community

collegieval.

Compensation à 855,070 to 879,592, depresions rapon qualifications and experience. In stabilism not an excellent beauting package which holders are considered to the considered for this position, an explose must complete and eliminate as difficul Department of Postsceensionry Education application from the activities of the considered control feed on the correlation in the consequence of the consideration and interactively formations and transcription and produced and produced to the control to the control beat of the consideration and transcription. Application promises the control to the control beat of the control to the control to the control beat of the control to the control to the control beat of the control to the control to

Dr. Fred Gainons, Chancellor Alabama Department of Postecondary Education 401 Adams Avonue Montgoreery, Alabama 36150-2130

Priliniary screaning of applications will be conducted by another conduction to Science and the Conduction of the Conduc

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President Rochester Institute of Technology

ILLETIN BOARD: Positions available

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natured qualities:

Marken to the academic values of the university, coupled with an addition of the special potential and needs of technological educations and the special potentials, including teaching and administrative contents.

han integet pluming ability and aptitude for chousing and man-cy a redient just, proven strength in flacal management, hangiban die hupportance of student life activities and their con-vine is successful student recruitment and retention, and a willing-student strength and resources to three Issues of the con-

subdividual and accounts to these beautiful and the state of the state

and numerations should be directed to:

Colby Chandler, Chair Presidential Search Committee Rochester Institute of Technology 1 Lomb Memortol Drive Rochester, NY 14623-0887

plottes should include a current and complete resume and a spirit little discussing the candidate's qualifications in terms of it is can little discussing the candidate's qualifications in terms of its real little discussion. The search committee will begin review of candi-loso fewary 24, 1992 and no candidate con be guaranteed full con-tents if application materials are received after that date.

iam EEC/AA Employer. The search is assisted by the Presidentia as Consultation Service of the Association of Governing Boards.

SUPERINTENDENT OF SCHOOLS PASCO, WASHINGTON

Whitelin indermaning and innerwise shering roots innerse Selbs-friending the state of the state Microstribumé and brief letter summarizing experience to: Mr. Let T. Pasquarella. na Odari S. Autoclases, Inc. One Believue Castler, Suite 570, Bellevue, Washing. #7004(2004)451,1938.

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UNIVERSITY OF COLORADO **HEALTH SCIENCES CENTER CHANCELLOR**

The Chair of this Search Commission, Executive Vice President Theo, Volsiy, It, is teeding nomination and applications for the position of the Charcel, It is teeding nomination and applications for the position of the Charcel, and the Charcel of the partie University and is located in Dermet, Colorado, Located on the campus are the Schools of located in Dermet, Colorado, Located on the campus are the Schools of Uniquial, Colorado Prystimetr Foods, as well as many regund cereirs and Institutes. The campus has a stood of 3.424 includes and a gendant extension of the Colorado of President Colorado (1994) and the Colorado of Schools of the Colorado of Colorado (1994) and the Colorado of Schools of the Colorado of Colorado (1994) and the Colorado of Schools of the Colorado of Colorado (1994) and the Colorado of Colorado (1994) and the Colo

total over \$400 million per yea.

He Chancelier is the chief scademic and administrative officer for the campus and reports directly to the President of the University, which is governed by a fine member beacted bloqued of largests. The Chancelier should be the chancelier and the chancelier of the c

and various stars and correctors to internal agencies.

The University of Colorado is committed to equal employment opportunity and affirmative action. Qualified candidates must have academic credibilities that are customary for this type of position and experience in its significant indeship position are academic health center, large University, or comparable philambropic organization.

Please submit nominations and applications to the Search Committee no later than March 1, 1992. All correspondence or requests for additional information should be addressed to:

should be addressed for Ms. Derke Brown Search Committee Stall University of Colorado Health Sciences Center 4200 E. Nishi Avenue, Box A095 Derwer, Colorado 80262 (303) 270-7734

Superintendent of Schools JUNEAU, ALASKA

Energetic, dynamic professional sought for progressive, highly educated capital dly, Firstine enformment, outdoor opportunities unlimited 86,000+(DOE) and benefits. Qualify for professional sought of professional control of the professional sought of the professio A992. The Juneau School District is an Equal Opportu-nity Employer. Submit letters of application to: Associ-sation of Alaska School Boards, 316 West 11th Street, Juneau, Alaska 99801-1510; 907/586-1083.

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PRESIDENT

MERCER COUNTY COMMUNITY COLLEGE

The Board of Trustees of Mercor County Community College involus applications end nominations for the position of President. This opportunity has occurred due to the roticement of the current Prosident alter 17 years in that position. The President is the chief oxecutive officer and repoints to the Board of Trustees.

and repoints to the Band of Trustees.

The callege is a comprehensive, public enrimmently college serving over 300,000 citizens of Macret County in college serving over 300,000 citizens of Macret County in central New Jersey. The programs, courses and services ollered at two contemporery campuses, each ever 30,000 people annually. An urban location is in the hoart of Tretton mar the State House Complex, and the public the campus consists of 11 burners, and the public the surface are sep of the surface of the surface are sep of the surface and the public the surface are sep of the surface and the surface and the surface are septimentally and surface and the surface and the surface are septimentally and surface and the surface are surface and the surface are surface and the surface and the surface are surface and the

mission and over 699 licetify and skill persons.

Miscos's illistroguished licetify is deply committed to teaching and to thost students. Devolopment of progrems in the advenced chorhinogous and sorvice to the husiness community has led to nestional recognition. Feculity have received weareds and recognition for principles international and occupancy.

The collego seeks a visionary leader who can mobilize and anergize the connunity to support the college through the iteralogment of traditional and alternative sources of lunding. The successful contribute will possess uxcallant communications skills.

n order lo ensuro iuli consideration, applicants should aldessiha clemonis of the prollie.

PROFILE

An earned docintale professor

An enrad docintrilo proformul
 A record of progressively responsible authitistrolive experience, preferably in ligher adjustion
 Teaching experience and a sensitivity to and trailers the continuous statements.

Demonstrated:

Understanding of and commitment to the comprehensive community college shillosophy
 Elizative management of financial resources, including an ability to expand elizative from the college wide education population and a commitment to college wide educations pluralism
 Understanding of the collective bergeining process, appeared preferred
 Operating the collective bergeining process, appeared preferred

expenence preleared

Laderachip in persidipatory management

Ability to successfully interect with govornmental
sportices at all levels, business and indivistry, labor, and
other educational entitles

Ability to inspire people to enjoy their contribution to the
fullilliment of the institutional mission

Leaderahip in the error of plenking and guiding the
institution to greater service to the needs of the
community

Applicants should slets in their letter of application how they meat the profile. Applicants should submil, in addition to the felter of application, a current resume and five references with telephone numbers.

Applications should be posimerked by February 29, 1982 and submitted ic: Ms. Jannifer Ann Dowd, Assistant Desn, Personnel Services and Labor Relations, Presidential Search Committee, MRECRE COUNTY COMMUNITY COLLEGE, P.O. Box B, Trenton, NJ 98890.

The successful applicant will be expected to easume the position by July 1, 1992, Selary is competitive with institutions of similar size in the region. An Equal Opportunity/Affirmative Adition Employer. An ACCT Search.

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EXECUTIVE DIRECTOR

Arizona Board of Regents

The Arizona Board of Regents invites applications and nominations for the position of Executive Director. The Board of Regents is the constitutionally authorized governing body for the three Arizona universities, including the University of Arizona, Arizona State University, and Northern Arizona University.

- A Advises and makes recommendations to the Board on a broad verticity of Issuer relating to the operation of the university system.

 Actively participates and assists the Board in its planning process and, particularly, in the development of new Intermediate and long-mage plans
- Reviews proposals submitted to the Board by the universities and makes
- policy areas.

 Actively participates with the president of each university in the Council of
- Coordinates Board policies with the universities and monitors compile no

Applicants must have had successful experience in significant educational administrative positions and should be prepared to assist the Board in devel-diplay a plan which will promote accellance in adduction in the university system Experience in the following acces is destable:

- Governing Board operations
 Budgeting and financial analysis

It has a because the receiver parts compone assumements.

Nominations and applications, solery that current cleams, and the names, addresses, and dispitation numbers of two references will be accupied until the position in tillade. For twelver will begin on February 28, 1992. The askey for this position will be competitive and negotiathe based upon the experience and background of the successful candidate. The position will become aveilable on July 1, 1992 Applications and nominations should be even to:

The Arizona Board of Regents is an Equal Opportunity.

Affirmative Action Employer

President

West Virginia Institute of Technology

Neminations and applications are levited for the nesistion of Fresional Order (1997). In additional of the position of Fresional Order (1997) and the property of the Chapter of the Property of the Chapter of the Property of the Chapter of the Property of

The salary is \$78,000, and a president's residence and other bene-fits are provided.

the are provided.

Raview of candidates will begin on March 18, 1692. Naminations are requested earlier. It is expected that the new President will begin work in mich August.

A lotter and résumé should be sent to:

Marie Carter
Executiva Secretary
Presidential Search Committee
1018 Kanawha Soulavard, Esat, Suite 700
Cherleston, WV 25301

inquiries may be directed to Ma. Cartar at the above address ar by calling (504) 549,0580.

An affirmative action, equal opportunity employs

PRESIDENT The Goard of Trustees of Everett Community College insites applications and nominations for the position of President.

Everett Community College

applications and institutionates for the founds of Presider.

Event I Community College is located near the castem thins of Page

Sound, nestled of the foot of the Cascade mountain mapping Much

north of Seathle. It is a competent united-drient College veals

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- Applicants should state in writing how they meet the fellowing profe-
- Evidence of maponsiveness to student needs.
- Evidence of successful teaching experience at the pro-second ary level and an understanding of the teaching-kaming process which will reclude the employment of technology.
- Ability to assist the College constituencies in building a College community in which diversity and pluralism are valued.
- Experience in representing a college in all aceau, with an about to mobilize and energize community support for the College by working with external groups including the legislature, court ogencies, business and industry and labor.
- Proven communication skills with a management tyle that a decinive yet open and encouraging of the active purcipulant
- Evidence of the obility to inspire trees and loyalty in others with a sense of humor and a willingness to share both success and
- Evidence of leadership qualities that create a positive Boards
- Administrative experience at the senior level with shall in un-tegic planning, fiscal monagement, conflict serobation, blor in lations and with an ability to foster and encourage amosana and experimentation.
- Ability in enalysis and writte Ramed doctorate preferred masters required for
- institution. Candidates for the position will be innovative and enderinate with strong sense of vision who will assist the College is addressing to changes which challenge us in the 90's.

The new Prevident will assume office on Jaly 1, 1992. Application should be received by Morch 13, 1992, and include a source and names of three references adds

Murilyo Abel, Search Countinato Even a Community College Everett WA 98701

Everett Community College is an Equal Oppo

SUPERINTENDENT-DISTRICT ADMINISTRATOR

Whitefish Bay (Milwaukee), Wisconsin

Whitefish Bay (Milwaukee), Wisconsiii
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after massagement asyst.

Informal interviews may be conducted during the AASA convention San Diego, Pebruary 21-24. Piesse phone for insther interesting the AASA convention of the Whitefall hay School District is an EQUAL OPTORIUMTY DEPTOY of the AASA convention of the AASA

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	Catholic higher education. Salary tables. Goozango University Roundel to 1827, enrolla-versity Founded to 1827, enrolla-denis Price 42 states and 40 good from 42 states and 40 good Communication Arras. Subsent a let piccation, educate, changer a let piccation, educate, changer eagingment not March 1, 1992 to Mrs. Colleen M. College Charle, Department of Communication and Arts, Goozanga University, 1993 (Salary Control 1992).	sult us (200) si riss. I ter of a ree refi ater the (Maho (micati

State University of New York Health Science Center Suracuse

PRESIDENT

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minitions and explications will be held in confidence. derecenter at Syracuse is an Alfinnelive Action, Equal

PRESIDENT

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of Gwernoo of State Colleges and Universities invites and numbrations for the position of President of Eastern

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भूग or casern issues University. वर्षक प्रारं appointment is expected to be made by fall, urd fall consideration, norminations and applications 4 courant villa should be received by Merch 16, 1992. d spaketions should be sent to:

Dr. Thomas D. Layzell

trion is an Equal Opportunity, Affirmative Action

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Executive Director -

Community Foundation

The Greater Worcester Communi-ty Foundation seeks a mature, dy-namic Individual with strong lead-ership and managerial talents, Foundation assets are \$28 million and growing.

and growing.

The position requires strong orgamerational and administrative abilities: sensitivity to duner, recipitities: sensitivity to duner, recipitities: sensitivity to duner, recipitities: sensitivity to duner, recipitities of the content of

Nominations and applications should be sent to GWCF Search Committee. Committee, Confeicher, Tikon & Whipple, 370 Main Street, Wolcester, MA 01608.

SUPERINTENDENT OF SCHOOLS

Seminole County (Sanlard),

School Board of Seminole County, Florida seeks dynam-ic individual for Superintendent/CEO of 51,000-stude district. Ten years of success ful Administrativ experience needed in sound business and fixed management techniques, organizational design, visionary lead-orabity, and commitment to students. Ph.O., Ed.D. or MABA preferred. Salary range \$90,006-150,000. Applications for Or. Wayne Blanton, Executive Oleretor, Florida School Boards Association, 203 5. Morroe Street, Tallahassee, Fl. 32301; 904/ perience needed in sound 224-1374.

Superintendent of the Public Schools

Chelsea, Massachusetts

Boston University invites expressions of interest and nominations for the superintendency of the Chelsea, Massachusetis l'ublic Schinds. Boston University and the Cheisea Schools have forged an unprecedented partnership for national reform of urban schools. This partnership is in the third year of a ten-year contract. Over the first three years, SAT scores, schlevement test scores and student attendance have increased. The Partnership has Implemented a comprehensive reform plan which includes reacher training, curriculum reform and healthcare. A primary goal of the Partnership is to build a program that will ensure that every three and four year old will have the opportunity to attend school from 7:30 A.M. 6 P.M., every working day of the year. The public schools, PK-12, serve 3700 students in four PK-8 elementary schools and one 9-12 high school. Sevently percent of the students are from minority groups. The superintendent is able to draw upon the resources of the fifteen schools and colleges at Boston University. A Different September Foundation, a private education

Boston University will begin the review of candidates this spring. The new superintendent will assume responsibilities on July 1, 1992. The position calls for a person with a clear vision for an Intellectually rigorous urban school system. The individual must be prepared to challenge accepted practices and lead in the face of public pressure and media scrutiny. A candidate should have an established record of excellence in the classroo school or system level administrative experience and an earned doctorate. The salary is negotisble. Although selected by and accountable to Bostun University, the superintendent will be an empluyee of the Chelsea School

Please send letter and resume by March 10, 1992 to:

foundation, raises funds for the Partners hip.

Chelsea Superintendency Search Committee Office of the President Boston University 147 Bay State Roa





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End Paper

The Stolid Mothers and Brawny Workers of New Deal Art

THE NEW DEAL Stunds as the single example of a liberal American reform movement not accompanied by a resurgence of feminism. Instead, the strains of economic depression reinforced the containment of feminism that had begun after the winning of suffrage. As men lost their jobs, wage-carning women became the targets of public hostility and restrictive policy. One slugan exhorted, "Don't take a job from a

A number of state legislatures and then the federal government passed the so-called married-person's clause, mandating that the civil service could employ only one member of a family; many winner were dismissed under the rule. School boards often fired married women, deferring to the same assumption about the primacy of the male breadwinner. Meanwhile, social workers and public figures held women responsible for maintaining family morale; as Eleanor Roosevelt reminded her sisters, "It's up to the

The New Deal brought a host of women to positions of new prominence in the federal government, but their policies were aimed at umeliorating women's condition rather than demanding sexual countity

A marked shift in visual representation of women registered the changed tenor. In the 1910's and 1920's, the flapper and the

"Feminist-New Style" symbolized a younger generation of women. As journalist Dorothy Dunbar Bromley described that generation, young women were at once blithely indifferent to feminism as a political movement and eager to live out a version of female independence rooted in personnl freedom. With the collapse of the overheuted postwar economy, the youth culture that had sustained the postwar version of the New Woman seemed to disappear overnight.

In its place emerged a somber consideration of youth's strnilened possibilities and a reaction against the consumption associated with youth culture, seen as a sign of the careless and wasteful excess of the 1920's. Heightened concern for family stability and conflict over women's paid work found cultural expression in a reaffirmation of traditional gender ideology. And, in turn, as the stolid mothers and brawny workers of New Deal art came to dominate public space, such representations themselves worked on nudiences.

The text above is by Barbara Melash, associate professor of English und American studies at George Masan University. It is excerpted from Fagendering Culture: Manhood and Womanhood in New Deal Public Art and Theater, published by the Smithsonian



Government & Politics

Auditors Say Research Universities Charged U.S. \$350-Million Too Much for Indirect Costs

More abuses reported to Congress, but some institutions claim misrepresentation

By GOLDIE BLUMENSTYK WASHINGTON

in leeping with a trend of homekers' demanding to know gate about what colleges do, for Carroll A. Campbell, Jr., is

Escation to summit ou anticular sport on the performance of the state's students a and colleges. Be bill, which has passed both tops of the General Assembly.

ures the commission to submit

instreport by next January. The

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er for graduates, the proportion of

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miete entry-level college course

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degs to four-year institutions.

The bill prohibits the commission

ion dishursing state appropriation unstitutions that do not submit

Hoping to salve some of the

the from unexpected mid-year alien increases at Maine's

polic colleges, the state will fitt \$2-million in no-interest

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betweeney Educational Louns, The

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The arthority took the action

archarges were prompted by ents is state support. Maine residents menting private colleges in the sale are also eligible.

Richard H. Pierce, executive

color of the authority, said it was concerned about the income if

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A ruling by the California

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ple majority has raised septions about the legality of a

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The Maine Education Louis

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Research universities have collectively overcharged the government at least \$350million in recent years, federal auditors told a Congressional pagel last week.

That figure includes questionable costs charged to the government that were discovered in nudits conducted by three senarate federal agencies over the past several months at dozens of research universities across the country.

The inquiries examined the charges that universities made to the government fu the indirect costs of research. The federal government reimburses universities for such expenses us utilities and the cost of running libraries that universities incur while conducting federal research, but that are not tied to any one federal research

\$11,295 for St. Patrick's Day Party

Over the last year, and again at last week's hearings, government officials have revealed a list of charges at universities that appear to have nothing to do with research. Auditurs said that Syracuse University, fur example, had collected reimbursement from the government for a portion of an \$11,295 St. Patrick's Dny party.

The nadits cover varying time periods and involve different aspects of the institutions' financial record keeping. Nonetheless, Rep. John Dingell, the Michigan Democrat whu chaired the hearing, said the latest findings proved that the spending abuses attributed to Stanford University

Congress's investigation, suid he was dis-

lust year were nut an anomaly. Mr. Dingell, the driving force behind innyed by "the depth and breadth of the

By STEPHEN BURD

objectives for the NIH and general princi

the future of the institutes. in San Antonio.

The NIH has never had an overall strategic plan, and all priority setting has been conducted on an institute-by-institute ba-

The draft includes five objectives for the

■ To assure that critical technologies in basic biology that have an effect on human health and the national economy-such as molecular medicine, biotechnology, vaccine development, and structural biology-are advanced as priorities across the

a To strengthen the capacity of the blo-



The GAO's J. Dexter Peach: The vagueness of the roles "invited opportunistic one," and universities used that "to reach for all they could receive."

indirect-cost abuses at universities," and by the "active disregard" for government rules and taxpayers' money shown by many institutions.

Mr. Dingeli and the auditors also acknnwledged that vague regulations and a decade of lax oversight had contributed to the situation. "The problem of imallowable costs being charged to the government is systemic." said J. Dexter Peach, an assistant comptroller general at the General Accounting Office, the investigative arm of Congress.

The vagueness of federal rules governing how indirect costs cauld be recovered

NIH Releases Draft of Organizational Plan for the Agency's Future

The National Institutes of Health last week inunched a process of developing r

"strategic plon" for the agency.

N/H officials released a draft of proposed ples for earrying out the plan. The draft will be used as a starting point by scientists who will attend a series of meetings to map

The first meeting will be held this week

entire NIH:

we're awarding, wa look like an . entitlement agency for scientists."

Niti's Bernadine P. Healy: "Whan wa

just focus on the number of grants

medical- and behavioral-research enterprise to respond to emerging public health needs by focusing on such areas of science ns basic biology and the environment, neuroscience and behavior, childhood health and mortnlity, reproductive biology and development, prevention, health educabased studies, chronic and recurrent illness and rehabilitation, aging, and the health of women, minority groups, and underserved populations.

a To provide for the renewnl and growth of intellectual empital essential to the biomedical research enterprise.

a To secure the highest return on the public's investment in the enterprise.

a To continually earn the public's confidence in earrying out the NIH mission.

An Enticing Argument

NIH officials have reportedly been criticized within the Bush Administration for using the plan us a way to demand more

At a press conference about the pinn, Continued on Page A33



Total Budget Gain for Academic Research and Development Is 5%, but the Share for Health Institutes Disappoints Scientists

By COLLEEN CORDES and STEPHEN BURD

Federal spending on academic research and development would increase by about 5 per cent in tiscal 1993, totaling about \$11.5-hillion, under the budget President Bush proposed last week.

Proposals for science programs varied widely. Scientists were enthusiastic about the large increase the President requested for research at the National Science Foundution, but disappointed by the relative modesty of his plan for the National Institutes of Heidth, the largest source of federat funds for neademic research.

Higher-education officials said the total budget request for neudemic science was encouraging, given the recession and the tight limits on federal spending. Still, it represents only slightly more than an increase for inflution, which the Administration has projected at 3 per cent for this

'We need to benr in mind that the average person out there is gning through a tough time right now," snid Steven Beckham, director of federal relations at the University of South Carolina. "So I don't wont to appear overly greedy und say it's not enough. But investment in scientific research in our universities is going to play major role in our economic recovery.

Highlights of the President's proposal for science and technology include:

■ Growth of about 19 per cent in the National Science Foundation's research budget, and a reduction of about 1 per cent for the foundation's education office.

■ An increuse of about 4.9 per cent for the National Institutes of Health.

■ Substantial infusions for some big science and technology progroms, including an increase of 34 per cent for the Superconducting Supercollider and an II-per-cent increase for the space station.

For grants to individual researchers, increases of about 17 per cent at the NSF. about 7 per cent at the Department of Health and Human Services, and about 11 per cent at the Department of Energy.

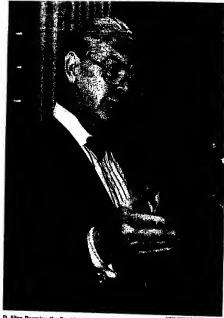
- An Increase of 3 per cent for basic research at the Department of Defense. oven os overoll military spending is re-

Relatively small increases in total spending on agriculture research, but a 53per-cent incrense in the Agriculture Department's competitive research program.

An emphasis on five Presidential initiatives coordinated across agencies-ndvanced computing, global environmental change, mathematics and science education, biotechnology, and the creation of ad-

Commitment to 'Small Science'

In the past, proposals for large increases for big science and technology projects triggered complaints from scientists that the extra money would come nt the expenae of the grant programs that benefit individuol resenrchera. But D. Allun Bromley, the President's chief science odviser, last week emphasized the Administration's commitment to "small science" and pointed to the increases It had requested for grants to individuals at the acience foundation, Health and Human Services, and the Energy Department.



D. Altan Bromlay, the President's chief science adviser, says the Administration is committed to halping "small sciance."

Mr. Bromley added: "These individual investigators remain the heart and back-bone and atrength of American science and technology."

Some aclence-policy experts agreed that the Administration's proposal struck a better balance between big and small science and technology projects this year.

But they said the debate might boil up in Congress again this year. Lawmakers unwilling to moke the cuts the President called for in other programs will be looking for dollars to trim from his science and technology proposal. And massive projects like the supercollider, which involva large numbers of jobs and powerful political constituencies, are niways harder to cut than support for individual scientists, the experts said.

Mr. Bromley himself added that the increases proposed for academic science would not be enough "to remove totally the pain" being felt on the campuses because federal aupport has not kept up with an increase in the number of researchers seeking aid.

Some university representatives suggested that the Administration's efforts to protect both big projects and grants to individuals had resulted in troubling shortfalls for a third type of program—the kind that helps institutions and scientists build thair capacity to conduct quality research. The most prominent example, they said, was the absence of any competitive program to renovate campus research facilities.

Following are the proposals for specific

The National Institutes of Health. Many biomedical researchers and lobbyists said they were angry that the Administration has requested the NIH to be financed below the rote at which the costs of biomedical research are rising. But others argued that fiscal constraints this year had forced the Administration to choose between competing priorities that were all

Fewer Grants From NIH

For NIH, the budget called for an overall increase to \$9.4-billion, from \$9-billion. The increase for gronts to individuals would be about 7 par cent, to \$5.3-billion from \$4.9-billion. While NIH would support 22,132 grants altogether-a record number-it would actually be financing fawer new ones in 1993 than in 1992. The lget would allow NIH to support 5,800 new grants next year, around 200 fewer than in fiscal year 1992.

Sald David B. Moore, the assistant director of governmental relations at the Association of American Medical Collegea: request barely covers inflation. And in some very important areas, it

To many, the most disappointing p.: the NIH budget was that it would kep nancing flat for research centers, research training, and clinical drug trials. Sail to Moore: "At a time that we are tryicg! uttract more young people into science careers, the Administration is shalling.

The budget calls for a l.I-per-cents crense for the National Cancer Instal and a 4-per-cent increase for Albi i search. AIDS research will get \$873-miles up \$32-million from fiscal 1992, ми герс edly requested \$1.3-billion for AIDS.

Cancer and AIDS researchers on plained about the budget plan. Micha Colvin, a professor of oncology and med cine at the Johns Hopkins University, sa 'It is a disappointment we don't see men in the entire NIII budget and that can this year is not keeping price withinwis at time when there are many opportunit for cancer therapies and prevention, biological targets to examine and exami

Snid June E. Osborn, the chairman the National Commission on AIDS an deen of the School of Public Health at the University of Michigan: "It's an autishame to be decreasing real dollars at time when the Alos epidemic is expl and when there is a great deal of good a search proposed that can't be done wit

'Got to Take a Longer View'

At a Department of Health and Hu Services briefing, Secretary Louis W. Si livan said that increases for research of disenses like cancer and AIDS might los small next to those for projects like the supercollider and the space station.

But he soid: "You've got to take nloss view. You have to look at where the pro grums ore in their developments. Cance received a massive infusion of funds in th 1970's, and AIDS got a large infusion in the 1980's. The Administration has been ver ponsive to these diseases, and now the results are beginning to pay off."

National Science Foundation. Th budget for the foundation's activities would go up by about 13.5 per ceal, los totul of \$3.04-billion. That figure include money for the foundation's Antarctic pro gram in fiscal 1992 and 1993 from the De partment of Defense

'I can only say that I hope in the fitter the news is always as good as it is this year," said Walter E. Massey, the MSF di rector, at a briefing last week. Scientists were particularly excited about the plan for research spending to go up by about 19 pt cent. They pointed to past years in which the foundation a total budget grew fister than its spending on research.

For the first time in several years, how ever, support for the education office would be reduced, by oearly I per cent Mr. Massey pointed to the offica's rapid growth in recent years and said it would concentrate next year on consolidating gains it had made. Congress, however, been eager in the past to increase suppor for science education and somewhat step tical of the agency's own commitment pi Lawmakers probably will insist on and poost for the office's budget.

Department of Defense Spending for

the Pentagon's basic-research would a crease by about 3 per cent. Mrs Bidney, the President's science adviser, said here

gretted that the increase was not larger.
Researchers, however, were relieved

At the numbers for military research Att up instead of down, given the presne to sice substantial amounts from milior programs in response to the end of the ell war. Over all, Defense Department apport for academic research and develwould rise by about 2 per cent. to u

of about \$1.445-billion. Department of Energy. Sharp reducande possible by the end of the cold war, needs allow the agency to shift II greater proortion of its resources next year to

Support for research on conservation wable energy, for example, would puresse by 15 per cent, to \$580-million, efecting the President's commitment to refere the country's dependence on imanted sources of oil, officials said.

Funds for construction of the Superconacting Supercollider, a subatomic-partie collider being built near Dallas, would ise 34 per cent-to \$650-million-to keep te \$8.25-billion project on schedule. It is die to be completed by the end of the dec-

Commitments From Overseas

Energy Secretary James D. Watkins wil his department planned to receive an additional \$133-million for the project from he State of Texas next year ond expects mitments this summer totoling \$100nlim from four countries-Conadu. Inia, South Koren, and Russia. He soid the agracy also expected to determine by hailthe nature of Japan's contributions-

The HSP's Walter E. Massay, "I can only say that I hope

hits tube the news is always as good as it is this year."

which will probably come in the form of equipment donations.

Basic-energy sciences would increase 6.4 per cent, to \$814-million. Fusion-energy-research programs, which experienced little growth in recent years because of cuts and deferrals in large projects, would rise 6.8 per cent, to \$360-million

Recognizing the importance of "little science," the agency would provide a \$40million incrense in support next year specifically for research by individual investigators and small groups of researchers at

Mr. Witkins, in a theme he continued from lost year's budget briefing, complained that more money would have been nvailable in the budget for other worthy research efforts if Congress had ended its yearly practice of slipping "pork-barrel" projects into his agency's appropriations bills to benefit the constituents of powerful

"We hate to see jobs generated out of research," he snid, adding that \$141-million for such projects had been included in his agency's appropriation for fiscal 1991 and \$117-million for fiscal 1992.

High-performance computing and communications, Nine federal agencies are assisting in the effort to develop advonced computer and networking capabili tics and boost research and development in those fields. The program, now in its second year, received a Congressional appropriation of \$655-million in fiscal 1992, and the President has proposed an increase of nearly 23 per cent

The budget calls for spending \$178-indlion next year for the development of better hardware for new commuters, and devices that will make present computers

more efficient. About \$346-million would be spent to develop better and more affordable software that would enable computers to perform common functions much faster. An additional \$123-million would be spent on the National Research and Edu-Network, a high-speed communica-

tions link that would allow research facilities, educational institutions, and government agencies to move vast quantities of

About \$156-million would be spent ou basic research and human resources, de veluping new techniques for using high performance computers, and educating more people about their use.

National Aeronautics and Space Administration, NASA Would receive u modest increase in its overall hudget, rising only 4.5 per cent to \$14.9-hillion. Hut research-und-development activities within the agency would increase 12.8 per cent, to \$7.7-billion

Much of that increase would go to the space station Freedom, a project many space scientists had asked Congress to eliminate, arguing that it was of little value to science. While the space station would see its budget rise 10.8 per cent, to \$2.25billion, projects of interest to scientists would also receive healthy increases.

Astronomy and Life Sciences

Support for the Advanced X-Ray Astrophysics Facility, a top priority for many onomers, would increase 15 per cent, to \$174-million, while physics and astronomy programs in general would rise 6.8 per cent, to \$1.1-billion. Life-sciences research would increase 19 per cent, to \$177million, but planetary-exploration programs would decline by 9.6 per cent, to \$487-million. That decrease is due largely to the completion of the Mars Observer, n

spacecraft scheduled to be launched later

Agriculture Department. The Bush Administration is keeping its promise to add \$50-million a year to the National Research Initiative. The conmetitive-grants program has a proposed budget for 1993 of \$15tt-million-a 53-per-cent increase

Nutrition and Soybean Research

In 1991, about 74 per cent of the program's budget was used to support basic research, and about 11 per cent was directed toward attracting new scientists into high-priority areas in agriculture research. The proportion of support for those programs is expected to be the same in 1993. However, the tederal government is placing increased emphasis on nutrition research and ou research to develop alternative uses for agriculture products, such as using soybeans to create biodegratable

On the other hand, the Bush Administration once again has proposed eliminating financing for Congressional earmerking of funds for pet projects. The result is a proposed \$416-million hudget for the Department of Agriculture's Couperative State Research Service-a 18.2-per-cent decline from the current estimate of \$508.9-million Gr 1492

Research on global change. Support for research related to global change would increase to \$1.37-billion-a 24-per-cent increase over 1992. The largest increase is u 225-per-cent rise in support for the economics component of the program.

Economists have complained that they had difficulty obtaining significant support for estimating the economic impacts of climate change. But for 1993, President Bush is proposing a shurp increase in supportriving from \$4-million to \$13-million.

Mary Crystal Cage, Kim A. McDonald, and David L. Wilson contributed to this

Spending for Humanities Would Go Up 6.3%, but White House Would Hold the Line on Arts

By STEPHEN BURD

The Administration has asked for a 6.3per-cent increase for the National Endownt for the Humanities for fiscal 1993. But for the second year in a row, the appropriation for the National Endowment for the Arts would be unchanged.

Under the pinn, the humanities endowment's budget would increase to \$187.6-

NEH Chairman Lynne V. Chency sald in a statement: "The new funds will allow NEH to promote national progress in humanities education, research, und preservation, and to advance the study and public understanding of history, literature, foreign languages, and other humnnities disciplines in this country.

\$600,000 for New Program

The endowment's increose includes \$600,000 for a new grant program, nin with the National Science Foundation and the Fund for the Improvament of Postsecondary Education, to support curricular projects in higher education that integrate the humanities and the sciences.

The Administration also asked for \$16million for the Challange Grant Program, which provides money for general aupport

for universities and scholarly groups. The Challenge Grant Program took on 18-µercent cut in fiscol 1992 and, na n result, Ste-phen Cherrington, the director of planning and budget at the endowment, warned that the ngeacy might have hod to cancel an entire round of Challenge Grant awards for 1993 if it did not get at least \$16-million for the program in flacal 1993.

The arts endowment's budget would remain at its present level: \$175,96-million. The agency hus been the subject of controversy for the pust three years as hawmakers und nrts advocates battled over restrictions on the types of art that the federal government should support.

Humanities advocutes said hat week that they were ploused by the NEH hudget request, but worried about the impact on the NEU of the level request for the nris .

"The huge disparity between the arts endowment and the humanities endowment will be problematic," said John Hammer, the director of the National Humanities Alliance. "Congress, in working with the Administration's budget, will probably focus more on the non-increuse for the arts en- ". dowment. The eniphasis there will make it more difficult to oddress the other budgets





At a Glance

COMPARED WITH FISCAL 1992

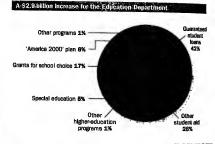
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	Energy Department 5%
National	NASA 6%
Science Foundation	Defense Department 13%
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Supplemental Grants	520,000,000	577.000.000	358,000,00
Collaga Work-Study	595,000,000	615,000,000	454,000,00
Income-contingent loans	4,900,000	4,900,000	6,000.00
State Student Incentive Grante	64,000,000	72,000,000	
Perkina Loans	156,000,000	156,000,000	15,000,00
Stalford Student Loans	4,619,500,000	4,619,500,000	6,046,100.00
Paul Oouglas Teachar Scholarahipa	14,600,000	15,000,000	15,000,00
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fellowships	17,600,000	17,600,000	0
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acilities	13,200,000	14,000,000	14,000,000
College-housing and scademic			
facilitiau loans	37,700,000	3,600,000	3,500,000
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Proposed 1993 Spending on Colleges, Students, and Scientific Research

	Fiscal 1991 ectual	Fiscal 1992 cotimate	Flecal 1993 request
Georg respurces	M. A		
wach libraries	\$5,900,000	\$5,900,000	\$0
the and demonstration	300,000	300,000	0
rege-liceny technology grants	3,900,000	6,400,000	0
H to descripting the		<u> </u>	7 (1997)
etze ald migrant programs	2,000,000	2,300,000	2,300,000
gil Training for the Disadvantaged	2,900,000	3,000,000	3,000,000
	5,900,000	6,000,000	6,000,000
- students - are disadvantaged students	343,600,000	385,200,000	417,000,000
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ezatlen research	64,700,000	71.000.000	115,000,000
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Soon lesselate on Disability and ethicklesselate on Disability bears had development bears and development beats and development beats and beats and beats beats and beats beats and beats	20,200,000 69,300,000 33,400,000 8,600,000 240,800,000 956,500,000 218,500,000 48,400,000	21,000,000 89,800,000 36,700,000 9,000,000 287,300,000 950,000,000 253,500,000 53,600,000	21,000,000 89,800,000 9,000,000 9,000,000 303,800,000 990,500,000 261,200,000 72,100,000
issue testate on Disability and inheritation of Disability and inheritation between the sense that the disability and development incend development resident intelligent resident r	20,200,000 69,300,000 33,400,000 8,600,000 240,800,000 856,500,000 218,500,000 48,400,000	21,000,000 89,800,000 36,700,000 9,000,000 287,300,000 950,000,000 253,500,000 62,100,000 15,000,000 5,400,000	21,000,000 89,800,000 9,000,000 9,000,000 303,800,000 990,500,000 261,200,000 72,100,000 16,000,000
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In Other Federal Agencles				
	Figuri 1891 estual	Floort 1992 selimete	Fiscal 1998 request	
Paratoli	al tall a			
Final buttures of Health				
encer institute	\$1,712,671,000	\$1,951,541,000	\$2,010.439,000	
Bot, Ling, and Blood Institute	1.125.865.000	1,191,500,000	1,245,396,000	
Store of Dental Research	148,702,000	159,240,000	166,742,000	
Militia of Diabatas, Olgestive, and	140,102,000			
Kidney Diseases	615.990.000	662,676,000	699,609,000	
initials of Neurological and	010,990,000	Ouz,uroju-		
Communicative Disorders and Stroke	= 10 00F 000	561,647,000	615,190,000	
sibility of the Disorders and Stroke	542,325,000	501,041,000		
Ashine of Allergy and Injectious		960,914,000	1.010,845,000	
Distances of Co.	906,005,000	619.134,000	862,069,000	
	761,283,000	619,134,000	DULIOUSISSE	
			546,238,000	
Ruman Development	478,988,000	518,724,000	285, 133,000	
	253,445,000	270,300,000	280, 133,000	
			261,513,000	
	240.835.000	252,031,000	407, 284,000	
	323,612,000	363,611,000	407,284,000	
halists of Arthritis, Musculoskeletet,	0,0,000			
	193,466,000	203,913,000	214,928,000	
Research Resources Center for Navana a	335,806.000	314,551,000	330,231,000	
Certer for Nursing Research	39,909,000	44,970,000	46,568,000	
being of Deafness and Other	39,909,000			
Comminication Disease		149,102,000	157,301,000	
Communication Disorders	134,971,000	104,876,000	110,428,000	
Memelional Communications Research	87,397,000	19,609,000	20,727,000	
Under of the state	17,519,000	99,323,000	108.662,000	
Mel Dies	91,407,000	6,935,000,000	9,377,000,000	
AOS manus	6,277,000,000	6,930,000,000	0,0	
AOS research, education,			2,069,000,000	
	1,688,000,000	1,868,000,000	2,000,000,	
Register and contemporation		33,000,000	33,000,000	
Facilities and equipment Seesich Solings and engineering entreesing	39,758.000		2,211,500,000	
	1,693,681,000		479,500,000	
	321,962,000		177,000,000	
Anacote program Mai Reionel Science Foundation	175,067,000			
Science Foundation	2,343,489,000	2,684,500,000	DIO	

	Fiscal 1991 actual	Fincal 1992 estimale	Flacel 1993 request
Department of Agriculture			
Cooperative research			
Hatch Act support	\$162,300,000	\$168,800,000	\$168,800,000
Payments to black colleges	34,500,000	37,600,000	39,900,000
Payments to black colleges Special research grants	62,600,000	74,500,000	28,900,000
	73.000.000	97,500,000	150,000,000
Animal-health research	5,500,000	5,500,000	0
Total cooperative research	454.300.000	508,900,000	416,000,000
Extension service	398.500.000	419.300.000	417.300.000
Dapartment of Defense			
Basic research	1,125,379,000	1,169,800,000	1,203,000,000
University Research Initiative	230,711,000	226,373,000	99,909,000
Strategic Delense initiative	2,890,000,000	4,145,601,000	5,425,074,000
Department of Energy			
General science	1.138,761,000	1.472.489,000	1,652,684,000
Superconducting Supercollider	265,045,000	484,413,000	650,000,000
Basic energy sciances	705,800,000	7154,700,000	813,100,000
Environmental Protection Agency			
Research and dovelopment	259,552,000	325,500,000	343,500,000
National Aeronautics and Spoco			
Administration			
Research and development	6.500,966,000	7.410.069,000	8,381.445.000
Space station	1,931.306,000	1,986,788.000	2.238,945,000
Health research and training		11.1	
Alcohol, Orug Abuse, and Mental Health Administration			
Research	982,000,000	1.058,000,000	1,121,000.000
Centers for Oissase Control			
Occupational salety, health			
research and Iraining	97,000,000	104,000,000	85.000,000
Hapith psylotatore		. AV 1	13.
Health-professions aducation			
Exceptional-need scholarships	9.759,000	9,748,000	11,429,000
Aid to disadvantaged students	30,817,000	30,723,000	37,531,000
Primary-care and lamily-madicine			
training	70,129,000	70.129,000	0
Nurse training	58.524.000	59,979,000	4,142,000
Total, Health-professions aducation	258,936,000	290,015,000	95,741,000
Haalth Service Corps	91,000,000	100,000,000	120,000,000
National Health Service Corps			
acholerahips and loan repayment			
biogram	48,795,000	58,733,000	65,053,000
Medical-lacilities guarantees and loans	20,000.000	18,600,000	15,600,000
tore beauty advantion centers	19,237,000	19,173,000	0
Arts and time spitted	A STATE OF THE STA	17 X 19 19	
National Endowment for the Humanities		40 000 000	21,000.000
	16.047.000		
Education programs	16,047,000	18,089,000 18,366,000	18,000.000
Education programs	16,214,000	18.368.000	25,000,000
Education programs	16,214,000 22,937,000	18,366,000 25,670,000	25,000,000
Education programs Pallowship programs Public programs Passerch programs	16,214,000 22,937,000 18,503,000	18.365,000 25,670,000 19,254,000 27,548,000	25,000,000 18,250,000 28,500,000
Education programs Fallowahip programs Public programs Research programs State programs	16,214,000 22,937,000 18,503,000 26,858,000	18.365,000 25,670,000 19,254,000 27,548,000	25,000,000 18,250,000 28,500,000 24,000,000
Education programs Fallowahip programs Public programs Research programs State programs Office of Preservation	16,214,000 - 22,937,000 18,503,000 26,858,000 19,852,000	18,368,000 25,670,000 19,254,000 27,548,000 22,118,000 12,392,000	25,000,000 18,250,000 28,500,000 24,000,000 18,000,000
Education programs Pallowship programs Public programs Research programs State programs Office of Preservation	16,214,000 22,937,000 18,503,000 26,858,000 19,852,000 15,070,000	18.365,000 25,670,000 19,254,000 27,548,000	25,000,000 18,250,000 28,500,000 24,000,000 18,000,000
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Education programs Public programs Public programs Research programs State programs Office of Preservation Challenge grants Tressury matching grants Total National Endowment for the	16,214,000 22,937,000 18,503,000 28,858,000 19,852,000 15,070,000 11,937,000 167,276,000	18.366,000 25,670,000 19,254,000 27,548,000 22,118,000 12,392,000 12,636,000	25,000,000 18,250,000 28,500,000 24,000,000 18,000,000 14,009,000
Education programs Fallowship programs Public programs Research programs State programs Office of Presearchion Challenge grants Tressury matching grants Total National Endowment for the Humanillies	16,214,000 • 22,937,000 18,503,000 28,858,000 19,852,000 15,070,000 11,937,000 167,276,000 174,081,000	18.368,000 25,670,000 19,254,000 27,548,000 22,118,000 12,392,000 176,955,000	25,000,000 18,250,000 28,500,000 24,000,000 18,000,000 14,009,000 187;059,00
Education programs Public programs Public programs State programs State programs State programs Office of Preservation Chailenge grants Tressury matching grants Total National Endowment for the Humanillas National Endowment for the Atla	16,214,000 22,937,000 18,503,000 28,858,000 19,852,000 15,070,000 11,937,000 167,276,000	18.366,000 25,670,000 19,254,000 27,548,000 22,118,000 12,392,000 12,636,000	25,000,000 18,250,000 28,500,000 24,000,000 18,000,000 14,009,000 187;059,000
Education programs Public programs Public programs Public programs Office of Preservation Office of Preservation Challenge gents Tressury matching grants Tressury matching	16,214,000 22,937,000 18,503,000 28,858,000 19,852,000 15,070,000 11,937,000 174,081,000 25,883,000	18.368,000 25,670,000 19,254,000 27,548,000 22,118,000 12,392,000 176,955,000	25,000,000 18,250,000 28,500,000 24,000,000 18,000,000 14,009,000 187;059,00 29,000,000
Education programs Public programs Public programs Public programs Office of Preservation Office of Preservation Challenge gents Tressury matching grants Tressury matching	16,214,000 22,937,000 18,503,000 28,858,000 19,852,000 15,070,000 11,937,000 174,081,000 25,883,000	18.365,000 25.670,000 19.254,000 27.548,000 22.118,000 12.392,000 12.636,000 176,955,000 26.999,000	25,000,000 18,250,000 28,500,000 18,000,000 18,000,000 18,7059,000 175,855,000 29,000,000
Education programs Patient programs Public programs Public programs State programs State programs Office of Preservation Challenge genits Total National Endowment for the Humanihae Intellect of the Arts Intellect of the Arts Intellect of the Arts Intellect of Museum Savides National Archives & Records Administration	16,214,000 22,937,000 18,503,000 28,858,000 19,852,000 15,070,000 11,937,000 167,276,000 174,081,000 25,883,000	18,369,000 25,670,000 19,254,000 27,548,000 12,392,000 12,636,000 176,855,000 16,959,000 152,143,000	25,000,000 18,250,000 28,500,000 24,000,000 18,000,000 14,009,000 175,855,000 29,000,000
Education programs Fallowship programs Public programs Soles or Public programs Soles or Public programs Chaileng grants Tressury matching grants	16,214,000 12,937,000 18,503,000 28,858,000 19,852,000 11,937,000 167,276,000 174,081,000 25,863,000 7,075,000	18,365,000 19,254,000 27,548,000 22,118,000 12,392,000 12,395,000 176,955,000 152,143,000 7,189,000	25,000,000 18,250,000 28,500,000 24,000,000 18,000,000 14,009,000 176,855,000 28,000,000 185,045,000
Education programs Fallowship programs Public programs Public programs State programs State programs Office of Preserved Office of Offic	16,214,000 22,937,000 18,603,000 28,858,000 18,852,000 15,070,000 11,937,000 167,276,000 174,081,000 25,883,000 138,217,000	18,365,000 19,254,000 27,548,000 27,548,000 22,118,000 12,392,000 176,955,000 176,955,000 26,999,000 152,143,000 7,169,000 210,271,000	25,000,000 18,250,000 24,000,000 18,000,000 18,000,000 187,059,000 29,000,000 165,045,000 9,415,000
Education programs Pallowing programs Public programs Public programs State programs State programs Office of Preserved Transvery matching grants Tr	16,214,000 22,937,000 18,603,000 28,858,000 18,852,000 15,070,000 11,937,000 167,276,000 174,081,000 25,883,000 138,217,000	18,365,000 19,254,000 27,548,000 27,548,000 22,118,000 12,392,000 176,955,000 176,955,000 26,999,000 152,143,000 7,169,000 210,271,000	9,415,00 242,845,00
Education programs Public programs Public programs Public programs Office of Preservation Office of Preservation Challenge grants Tressury matching grants Homeland Administration Administration Office and Grant Grant Grant Administration Office and Grant Grant Office and Gr	16,214,000 22,937,000 18,503,000 28,868,000 18,852,000 15,970,000 11,937,000 25,863,000 138,217,000 7,075,000 201,927,000	18,365,000 19,254,000 19,254,000 27,548,000 22,118,000 12,392,000 12,636,000 176,985,000 176,985,000 152,143,000 7,189,000 210,271,000	25,000,005 18,250,006 28,500,000 14,000,000 14,009,000 175,855,000 29,000,000 185,045,000 9,415,000 242,845,000
Education programs Pallowing programs Public programs Public programs State programs State programs Office of Preserved Office of Office	16,214,000 12,2937,000 18,503,000 18,603,000 18,652,000 18,672,000 11,937,000 174,081,000 25,863,000 174,000 25,863,000 20,102,700 20,102,700 20,102,700	18,365,000 19,254,000 19,254,000 27,548,000 21,18,000 12,392,000 12,636,000 176,955,000 176,955,000 152,143,000 21,271,000 210,271,000	25,000,000 18,250,000 24,000,000 14,000,000 14,009,000 176,855,000 29,000,000 185,045,000 185,045,000 242,845,000 318,836,000
Education programs Public programs Public programs Public programs Public programs Office of Preservation Office of Preservation Challenge grants Tressury matching grants Administration Office and tressury matching grants Commission on Chill Rights Equal Employment Opportunity Commission Office Broadcasting Composition for Public Broadcasting Composition of Public Broadcasting	16,214,000 12,937,000 18,503,000 18,852,000 18,852,000 18,852,000 18,852,000 18,377,000 167,276,000 174,081,000 188,217,000 25,883,000 198,217,000 201,927,000	18.365,000 19.254,000 19.254,000 27.548,000 22.118,000 12.392,000 12.636,000 176.985,000 176.985,000 26.999,000 152.143,000 210,271,000 27,280,000 27,280,000	25,000,000 18,250,000 24,000,000 14,000,000 14,009,000 176,855,000 185,045,000 24,2845,000 24,2845,000 318,636,000 318,636,000 318,636,000 318,636,000 318,636,000 318,636,000 318,636,000 318,636,000 318,636,000 318,636,000
Education programs Public programs Public programs Public programs Office of Preservation Office of Preservation Children grants Tressury matching	16,214,000 12,937,000 18,503,000 18,852,000 18,852,000 18,852,000 18,852,000 18,377,000 167,276,000 174,081,000 188,217,000 25,883,000 198,217,000 201,927,000	18,365,000 19,254,000 19,254,000 27,548,000 21,18,000 12,392,000 12,636,000 176,955,000 176,955,000 152,143,000 21,271,000 210,271,000	25,000,000 18,250,000 24,000,000 14,000,000 14,009,000 176,855,000 185,045,000 24,2845,000 24,2845,000 318,636,000 318,636,000 318,636,000 318,636,000 318,636,000 318,636,000 318,636,000 318,636,000 318,636,000 318,636,000
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Education programs Public programs Public programs Public programs Public programs Office of Preservation Office of Preservation Office of Preservation Challengs grants Tressory matching grants Tr	16,214,000 29,937,000 18,603,000 18,603,000 18,852,000 18,852,000 11,937,000 174,081,000 25,863,000 201,927,000 201,927,000 208,870,000 692,443,000 190,686,000	18.365,000 19.254,000 19.254,000 27.548,000 22.118,000 12.392,000 12.636,000 176.985,000 176.985,000 26.999,000 152.143,000 210,271,000 27,280,000 27,280,000	25,000,000 18,250,000 24,000,000 14,000,000 16,000,000 176,855,000 29,000,000 185,045,000 242,845,00 242,845,00 243,445,00 243,445,00 244,845,00 247,455,00 247,455,00 247,455,00 247,455,00 247,455,00 247,455,00 247,455,00 247,455,00 247,
Education programs Public Public Programs Publ	16,214,000 22,937,000 18,603,000 18,603,000 18,852,000 18,852,000 18,952,000 11,937,000 167,276,000 174,081,000 25,883,000 138,217,000 25,883,000 201,927,000 201,927,000 201,927,000 190,689,000 173,181,000	18.36,000 19.24,000 19.24,000 19.24,000 12.23,000 12.23,000 17.695,000 17.695,000 152,143,000 152,143,000 210,271,000 20,272,000 20,	25,000,000 28,500,000 28,500,000 28,500,000 34,009,000 44,009,000 187,089,000 28,000,000 185,045,000 24,045,000 24,045,000 24,045,000 242,845,000 242,845,000 242,845,000 223,722,000 223,722,000 2000,000,000
Education programs Public programs Public programs Public programs Public programs Office of Preservation Office of Preservation Office of Preservation Challengs grants Tressory matching grants Tr	16,214,000 29,937,000 18,603,000 18,603,000 18,852,000 18,852,000 11,937,000 174,081,000 25,863,000 201,927,000 201,927,000 208,870,000 692,443,000 190,686,000	18.36,000 19.25,000 19.25,000 19.25,000 22.118,000 12.95,000 17.685,000 17.685,000 17.685,000 17.685,000 17.189,000 19.19	25,000,000 28,500,000 28,500,000 28,500,000 34,009,000 44,009,000 187,089,000 28,000,000 185,045,000 24,045,000 24,045,000 24,045,000 242,845,000 242,845,000 242,845,000 223,722,000 223,722,000 2000,000,000

 President Bush proposed that these programs receive no money, but he also proposed the creation of ne contains to ecompass the supposes of these programs.

BKDÇET

Bush Wants to Restore Tax Benefits for Gifts of Tangible Property, Student-Loan Interest

By SCOTT JASCHIR

WASHINGTON President Bush proposed last week that Congress restore two tax breaks, cluninaled in 1986, that would benefit colleges.

One would allow charitable deductions for all gifts of tangible personal property. College officials predicted that the restoration would prompt many wealthy individuals to make gifts of real estate or stocks and bonds to higher education.

The restoration would come with a condition, however. Non-profit groups would have to life a report with the Internal Revetine Service on each donation in excess of ~ \$500. College officials were divided about whether the reporting requirement would binder fund mising.

The other proposed tax break is a deduction for interest on student hours. Financial-aid officers said that restoring the deduction would be all particular help to par-ents considering whether to borrow money to timmee a child's college education.

Both his brenks have strong Congressional support, and the President's proposals stand a good chance of below enacted into law. In past years, efforts to pass bills to restore the fux brenks have foltered, in large part because money would have had to be found elsewhere in the budget to pay for the provisions-something that would not be necessary this year since the tax breaks are in the President's proposal.

'A Serious Disincentive

Colleges say the loss of the tax break for gifts of appreciated property has decreased the number of donations they have received. Vanderhilt University, for example, calculated that in 1986, the last year for which the old tux break was in place. individuals provided more than \$13-million In gifts of appreciated property to the unier received more than \$7-million a year in such eifts.

Said Jeff Carr, vice-chancellor for university relations at Vanderhilt: "The tax has been a serious disjucentive for pifts of appreciated property. And that's a probn, because the capital eampuigns of colleges are heavily dependent on larger gifts that often come in the form of appreciates property.

Nan Nixon, director of government relations at Harvard University, said that it was particularly important to have the mx break restured in the current economic climate. During a recession, she said, donors need a full range of ways to give to col-

Two years ago Congress restored the ins break on gifts of art, and college museums have already seen major increases in the numbers of donations. The President's proposal would expand that tax break to cover all appreciated property.

While applieding the President's plan, Some development officials said they were worried about the reporting requirement. One, who asked not to be identified, said many wealthy individuals do not like to provide information about themselves to colleges or anyone else. The official also said colleges needed to be able to offer

There are a lot of questions about this," the official suid.

Sheldon E. Steinbach, general counsel

for the American Council on Education. said he was concerned that the reports might become public records. Generous donors "might then be inunded by other charities," he said.

Mr. Steinbach odded, however, that he had no problem with the idea of colleges' providing information to the DRS, since the President's proposal is designed to identify those who are misrepresenting their dona-

"One would be hard pressed to argue that we shouldn't cooperate in preventing

A spokesman for the Treasury Department said officials there did not yet know the specific requirements that would be placed on charities for reporting gifts, or whether those reports would become nub-

New Proposal on IRA's

Cuttege officials widely annianded the President's proposal to restore the tax break un student-loui interest, but some said it would not make a difference to many students. They nated that many of those who graduate from college with large amounts of deht do not itemize their de ductions and hence would not have their limmeial burden eased by the proposed (us

But William E. Stanford, director of fi nancial aid at Lohigh University, noted that the proposed break would be available to purents, as well. Mr. Stanford said that he had noticed many more purents in recent years who are reluctant to borrow money for their children to attend a private college when the children can enroll at less expensive, public institutions.

"I think this will make it possible for some of our potential students' parents to feel mure comfortable taking on loans." Mr. Stanford said. "This will be especially important for those deciding between publie and private institutions

In a related proposal, President Bush urged Congress to change the tax laws so that people with Individual Retirement Accounts could make withdrawals-without penulties-to pay college expenses. College officials said that it was good to give parents that option, but that in most cases it would make more financial sense for parents to take out student or home-equity loans instend

No Tuition-Benefit Provision

One tax provision that college officials had hoped to see in the President's budget plan was not there. That was the provision. stated to expire at the end of June, that allows workers to receive up to \$5,250 in tax-free tuition benefits from their employ

Thomas A. Butts, a federal-relations officer for the University of Michigan, sald colleges would have to rely on Congressional support in keep the tax brenk alive. Colleges use the tax provision both to recruit students and to provide benefits for

Mr. Butts said he hoped that Congress would make the tax break permanent so that colleges could stop what has become nn annual lobbying drive for the provision. "It's just not effective for anyone to have this being turned on and off again and



Odell Johnson, Jr., president of Leney College:

"One of the priorities most certainly must be finencial essistance for low-income and educationally disadvantaged students. We have done a very poor job in higher education of recruiting and retaining such students. in Celifornia it is particularly Important, because the demographics era changing rapidly. It's already difficult enough for our students to attend college. Most of our students work et least part time, and there is e continuing increase in fees for students to attend colleges and universities in Californie. The very people in need ere the people who ere being



Walter H. Moulton, director of

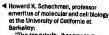
student aid at Bowdoin College: "More money for ell eld programe would be delightful, but reellstically I don't expect it Given the state of the economy, the best I would reelisticelly hope for would be the status quo. Students heve been recelving aid from a variety of progrema end it's importent not to break that continuity, even if Congress trlea to chenge the progrems during the reeuthorization of the Higher Education Act. It would be disaetrous to euddenly pull beck on ell existing commitments, because some changea would teke piece a veer or two from now ee a result of the reauthorizetion process, if the Congreas hed edditional money this yeer and, given the type of institution I'm et end the type of atudent I serve. the funding that would be most valueble to me would be an increese In Supplemental Educational Opportunity Grents."



■ Gilbert W. Merkx, professor of sociology and director of the Latin American institute at the University of

"The United States needs to rebuild Ite capacity to deel with the rest of the world. We need to reinvest in progrems thet will train greduate and undergraduate students who have reel expertise in other languageeand other world areee. Also, we need to support research on foreign areas. A generation of foreign-area experts le nearing retirement. The entire aconomic, politicel, end military configuretion that hes dominated the world eince World War II is undergoing a change. We are more poorly prepared to face the changing world now then we were 20 years ago. International expertise is e deprecleble esset. We need that asset very





"The top priority, it seems to me, is the economy. I can sit down and tell you what the President should do for science and education, but unless the economic situation is improved drametically, then science end educe tion will continue to suffer. The first thing would be to axtend unemployment compensation for people who are unemployed so they could have an Income and then contribute to the narketplece and begin purchasing And I would assume that something should be done by the federal govern ment to stimulate employment, by the Institution of some public-works program, euch aa highwey construction and repair. Our roads are in terrible condition. Thet'e en area to stimulate the economy end get peonie back to work."



◀ Edward Laumann, dean of aocial sciences at the University of Chicago:

"The Administration and Congress have to understand the need for investing in the eclentific infrastructure, providing not only funds for facilities end equipment but siso creeting a set of incentives to induce the privete sector to invest in upgrading fecilities. The government'e recent hostility to indirect costs end its reduction in programs that help pey for fecilities and equipment heve threatened the university'e ability to cope with research costs and poso a serious threat to the country's ability to maintein its eminonce and competitiveness in conducting scientific research."



postsecondery education should have the opportunity. The Trio progrems provide the connection that gives student that opportunity. I see too many atudents who are disadvan taged who don't have any idea what collega is like, I think the Trio programs do much to get the word out to atudents and to help them focus on what they need to get to college. We also need to focus on getting then out of college, and that's what Siu-





the depertment of physics at the University of Michigen:

"The Item thet I'm most concerned ebout is the Superconducting Supercollider. I think thia year end next year are criticel yeers for that project. I'd like very much for it to get on track where there's no further setion shout its ultimate comletion. I'm e professor in high-energy physics. It's an extraordinerily important tool in my fisid and, I think, for physics and scienca. The SSC will study the most fundemental issues dealing with the structure of metter, which just hae to be important for all science, I'm elso concerned ebout the health of condensed-mett physics, or solid-stats physics, ee t is called. It's not been edequetely funded, end I think it holds many of the keye to this country's future economic competitiveness. In that field, the number of young paople be

▲ Jennifer L. Volz, president of the Student Government Association et Wichite State University:

Tha federal government should find some way to prevent students from becoming overburdened with debt from college loans, Some people sey ecceas to higher education lan't e right; well, it should et least be within reech. A lot of etudents take out loens because thet's all they can get. But they do thet without thinking of the future, end they leave college with thousande of dollers in debts. It takee a long time to get into a position that provides the kind of selary that you need to repey those loans If the federel government cennot increase grents, then it should provide work-study or communityservice programs eo students can reduce thair dabts. You need et leest en undergreduete degree to even be considered for employment in most



if the grant program would

10 per cent from 15 per

cat officials said it would be

in fad additional money to

John were approved. "How

respecting n 10-per-cent cut

septar" asked Matthew B.

ten, assistant director of

and Connecticut. "The mon-

proposed 25-per-cent spend-

arease for student loans July \$1.2-billion to the \$4.8-

Cateri of the Stafford Student

n Parent Loans for Under-

Linns for Students. The

tudent-loan account is at

knest," which means that

nemment must provide

apremment must provide talrall students who qualify

comment officials said the

an needed to pay for an ex-

of increase in demand for

at rates and proposed in-

strest proposed that the max-a Safford loan rise by \$875, to

M for freshmen and sonho

on and by \$1,000, to \$4,000, below undergraduates.

baskers working on reautho-

Tale Higher Education Act

to proposed pushing the loan

petion of the increased de-

onig the loan programs to stu-

ha Administration for taking

Ta swilly glad to hear the

the are attending part-time

king reflected in Bush'n rec-

as of older studento and stu-

ations," said Judith A.

fon Department projected

te cost of defaults would de-

by \$200-million in 1992 to

com from their 1992 levelo. The

Manillon program to aid re-

they in college libraries—were

of the Washington office of the

tica Library Association.

nintended to improve teeb-

instration said the programo

taking only one or two

or loans would result from

Of judors and meniors.

sal of Recent Trends

ithere in the states."

the two programs if the

rease the matches when

That money would be supply

mented with \$593 million in to

from other student-aid programs

would reduce the Supplement

Educational Opportunity Gr

program by 38 per cent, the Culty

Work-Study program by 36 po cent, and eliminate federal com-

butions to Perkins Student Los

and the State Student Incente

The reductions would climing

240,000 state grants and 128,00

Perkins loans in 1993-94. Is the

past, Congress has rejected the A

ministration's pleas to climas

both programs and has found fun

438,000 Fewer Pell Grants

"What we've got is the brest

budget increase in a tight hole

year and we're focusing the more

Secretary Alexander said.

where we think it will do the best."

The Administration's plan

raise the maximum Pell Grant to

\$3,700 for the 1993-94 aradem

year is in the range that havmale

have recommended is hills the

would reauthorize the Higher Fds-

cution Act. The Senate legislati

\$4,500.

calls for a maximum of \$3,600 and

The Administration's Pell Great

proposal is similar to one that it

made last year, but that was moli

fied to be more sympathetic to the

needs of middle-income families.

key change is a proposal that would

allow families to protect a large

nartion of their home equity from

the culculations that the govern-

ment uses to determine what they

calls for a maximum of \$3,600, and the larger subsidies be-the House bill would set the limit that in acticipated increase in

Grant programs;

duce an \$845-milli Pell Grants for 1993-94. The cut

Higher Education Fares Well in Bush Budget; Big Gain for Student Aid

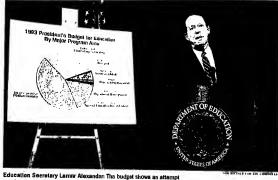
which would grow by nearty \$2.9billion, or 9.8 per cent, to \$32.4-William. Education research would receive a large increase, and \$500. million would be devoted to a plan that would provide wonchers for families to send their children to the public or private schools of

Tough Battle Expected

Education Secretary Lamor Alexander told reporters at a budget briefing last week that the studentand proposals showed that his department "was trying to do whatver we can to make it relatively easier for a family to continue its college education.

Many of the Administration's spending proposals are based on changes in the structure of studentaid programs that the White House proposed last year and Cangressional committees rejected during their debates on reauthorizing the Higher Education Act. Same of the President's ideas still could be attached to that legislation when it is considered in the House of Representitives and Senate this year.

More imperiant, the President's call for more aid strengthens the hand of student-aid supporters in Congress, what expect to fight a lough battle this your for source dollars. Key Democratic lawmukers like Rep. William H. Natcher, the Kentucky Democrat charged with drawing up the House education budget, can be expected at least to match the Administra-



to "do whatevor we can" to help families pay for collage

student grants after proposing no hadget. The money is needed to inincrease for fiscal 1992 and only a sure that the government need not 4.2-per-cent raise for fiscal 1991.

"I think there is a general recognition that there is an extremely serious problem in student financial assistunce," said Hoke L. Smith, president of Towson State Univer sity. He added that the proposed increase was a smart political tactic for President Bush and "intelligent from the viewpoint of recognizing

Others said the increases were exaggerated, since more than 40 Some college officials said they per cent of the proposed raise for the fall.

hild recommended an increase in \$332-million shortfall in the 1992 same as past Bush budgets for exreduce the maximum Pell Grant below \$2,400 in the 1992-93 newdemic

'A Good Spin on It'

Critics noted that un additional 21 per cent of the increase in grunts would go for Presidential Achievement Scholarships for Pell Grant recipients who are ut the inp of their classes. That program will probably not be created by the time Congress approves the budget in isting programs," said Charles B. nders, Jr., senior vice-president of the American Council on Education, "You'd have to give them credit for putting a good spin

An analysis of the \$804-million increase for student grants shows that diverting \$332-million for use in the 1992 budget and subtracting the \$170-million for the scholurship program and \$50-million for improving state oversight of nid progrims leaves an increuse of \$252-million over the \$5.5-billion that

are able to spend for college. Desnite such measures, the ministration projected that its pla would eliminote 438,000 students from the Pell Grant program, drop ping the number of students rec ing grants to 3.4 million. Officials said studento would be lost by pronosals that would:

Make it more difficult to quilfy for aid as an "independent" sh

Require college students have a C average to qualify for aid. ■ Eliminate Pell Grants to ins tutions that have studeot-loan de fault rates above 25 per cent.

ely, president of Portland ■ Alter eligibility formulas e University. deny grants to come middle in come students at low-cost instit

College officials criticized i proposalo, charging that they would have the worst effect on Unity programs would be low-income oludents who are greatest need of Pell Grants.

in the biggest losers under skal Bushs request for the major Department, falling 75 Edward M. Elmendorf, vio president for governmental retiono at the American Associat of State Colleges and Universited said an analysio by his organiza showed that nearly all of the 438,000 studento eliminated from the Pell Grant program would be from fomilies with incomes below

\$20,000. The Education Department shi that the large cuts in the work-study and supplemental grant programs would not reduce the mea-ber of students receiving such all "tonsense." She added: "Li-an bidgets are being cut everybecause eolieges would be to

NIH Releases Draft of a 'Strategic Plan' for Its Future Continued From Page A25 to contribute more to the NIH director Bernadine P. Healy increase "is sufficient to support acknowledged that the successful an all-time high number of research salt program would rise to gottom 30 per cent, and its

development of a strategic planwith on overarching vision for the agency and a set of clear scientific goals-could provide an enticing argument for the Administration to ncrease significantly the funds provided to the institutes in future more money to scientists."

She said that the current histification for budget increases rests on "the sheer number" of grants the NIII gives each year. For fiscal 1993, the Administration has asked for a 4.9-per-cent increase for the agency. Department of Health and Human Services officials boasted

velopment of the plan.

project grants." when we think about developing Ms. Healy said: "When we just the Strategic Plan, But you've lirst ments represent 'where we are focus on the number of grants we're awarding, we look like an entitlement agency for scientists.

For more money to develop a meeting in San Antonia and the Support us so we can simply give plun," she said. "I do believe that 'A Positive Impact' Relying on grant figures for

budget increases, she said, has not She added: "We are a \$9-biffion plan." cantured the imagination of the Ad- cornoration and, as one, we must captured the imagination of the Autimistration or Congress. "Busi-infinistration or Congress." Busi-develop a plan that will allow us to a susual is certainly not work-ting," Ms. Hesky said.

Articulary or the Service Autimistration of the But Ms. Healy said that financial sence of the situation that we are and St. Louis.

have a positive impact."

eas to explore in the future

in, and we need to decide what arsin officials decided to call the in the department's budget that the - issues would not dominate the de- - document they released a "Frante-"The budget has to be an issue size that it is not a limshool product

got to stan with the plan to get now in an evolving process to more money, instead of first asking ward a strategic plan for NHt. The a good strategic plan can become a part of implementing this process real justification for budget increases, and I do hone that it will substantive input from the scientific community toward a tinul

After this week's meeting in Sun

were plensed that President Bush grunts would go to make up for u "I think the budget is exactly the last year. Colleges Criticize Proposal to Tie Eligibility for Pell Grants to Grades

Mnny educators and student lenders fear that n proposal in the President's hudget intended to reward ucademic excellence would punish students who are economicully disudvantaged.

The proposal would make eligibility for Peli Grants contingent on the maintenance of ut least 11 2.0 grade-point average in college. It would olso reward neudemic success by granting high-school seniors in the top 10 per cent of their closs and college students in the "Top 20 per cent of their class on extra \$500 in addition to their Pell

The extra nward would go only to students who already qualify for Pell Grants. The President's proposed grade-point standard would not apply to incoming college students, who would be allowed to an-

The proposal is similar to another put forward by the President last federal grants and loans to students in the bottom 10 per cent of their cinsses.

Congress rejected the academicstandards idea, but some lawest in the idea this year, suying they like the philosophy behind it.

The Education Department estimutes that 61,000 fewer students will receive Pell Grants if the 2.0 standard—the equivalent of a C averuge-is introduced. A 22-percent increase in financing would allow the government to pay for an increase in the size of the grants as well as for the \$500 bonuses.

At a budget briefing last week, Education Secretary Lumor Alexunder defended the proposal, "We are trying to sny that, in the first place, we'll give you the opportunity based on the amount of income that you have, but once you're there, if you're not succeeding, we're not going to continue to pay

Need Versus Merit

Many college officials and stuply for student aid regardless of dents said they favored merit their high-school grades. bused scholarships, but they added that they objected to the Presi-dent's plan because Pell Grants year, which would have denied have traditionally been based on need, not merit or competition.

"I think incentives for meritorious work ore a good idea," oaid Richard W. Black, director of finnnciul old at the University of Cal-

they're best done with private and university funds, not with this basic floor program which is to bring

everyone up to o given level." John E. Thomas, chancellor of Appalachian State University, said he respected the President's effort to "encourage students to complete their degrees," by making sure they remain in good academic standing. But he said that the proposed standard would require a tracking system that would "bur den institutions" with another layer of bureoucracy and "cost more

than the money you're saving." Clarence A. Wlikes, director of financial oid nt Herbert H. Lehman College of the City University of New York, said that if the federal government set a hard-and-fast standord, based on grades, it would deny his office the ability to help economically disadvantaged students, struggling with course work, to stay in school. Current rules allow the college to help students who maintoin only a 1.7 or 1.8 grade-point average, but who, nevertheless, often go on to succeed, Mr. Wilkes snid.

"This program could break the continuity of a student's education," ha said. "Once they drop to this aittele.

makers have expressed more inter- ifornia at Berkeley. "But I think out, we lose them. Our goal is to sustain them.

Mike Garrison, the student-budy president nt West Virginia University, also suggested that the Bush Administration had not considered the difficulties that fuce most recipients of Pell Grants, "If they've got a Pell Grant, they're most likely holding down o job. They've got lots of burdens to deal with," making it unfair to hold them to such a

A Supporter in Congreen

But if the idea of instituting academic standards on Pell Granto is unpopular on many campuses, it already has the support of at least one member of Congress. Rep. Dave McCurdy, an Oklahoma Democrat, recently announced he would propose an omendment to the Higher Education Act that would require high-school students to have either a 2.8 grade-point average or to score among the top 45 per cent on a standordized entrance examination to qualify for aid. Said Mr. McCurdy: "The real key here is, How do you incentivize students to perform better?"

Thomas J. DeLoughry contributed

CONFERENCE

- HIGHLIGHTS Six keynole speakers
- A series of preconference workshops Over 100 breakout sessions
- Cohosted by Moraine Valley Community College and 13 other Chicago-area
- community colleges Cosponsored by 19 state and
- national organizations
- Special support from Great American Reserve Insurance Company and Acordin Collegiate Benefits, Inc.

July 19-22, 1992 Chicago Marriott Hotel The Fourth Annual International Conference on Leadership Development

in Community Colleges conducted by the League for Innovation in the Community Cullege and the Cummunity College Leadership Program, Department of Educational Administration, College of Education, The University of Texas at Austin with support from the W. K. Kellogg Foundation.

LEADERSHIP 2000

"Lesdership 2000" is an international conference to support the professional development of community college leadership tesms, including trustees, chief executive officers, faculty, staff, and administrators. The purpose of the conference is to promote effective leadership in community colleges and to encourage the expansion and diversification of leadership teams. Both leadership teams and individuals are encouraged to attend.

The conference is cosponsored by majnr notional and state community college organizations. It will include over 100 presentations by national lenders and college teams who will focus on leadership development, political and financial strategies, diversity and access, institutional effectiveness, economic development, business and industry alliances, managing and supporting technology, governance, team building and collegiality, board/CEO effectiveness, staffing for the new century, serving older adults, community coalitions, distance education, instructional issues, student development, and other related topics.

PRECONFERENCE WORKSHOPS

A series of "Learning to Do" preconference workshops hos been scheduled on the following topics important to community college leaders:

- "Learning to Assess Institutional Effectivenesa in
- Terms of Student Outcomes"
- "Learning to Plan for Instructional Computing"
- · "Learning to Implement Total Quality Management
- "Learning to Negotiate the CEO Contract"
- "Learning to Develop Staff for the Year 2000"
- · "Learning to Overcome Gender Stereotypes to Build Effective Teamo"

KEYNOTE SPEAKERS













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CHE



Auditors Question University Claims for \$350-Million

Continued From Page A25 from the government "invited opportunistic interpretations" and universities "oseil it as an opportu uity to reach for all they could receive." Mr. Peach said.

The comments and testimony came at a hearing held by the Euergy and Commerce Committee's Subcommittee on Oversight and Investigations, which Mr. Dingell chairs. Officials from Stanford and several other institutions that were spotlighted said the audits had misrepresented the situation. Many of the so-called overcharges in the latest round of notits were the prodnet of the auditors' disregarding previously agreed-upon pricedures, they said

'A 50-Year Partnership'

Stanford officials were particolarly critical. Auditors for one of the four agencies testifying last week said that Stonford awed the gavernment \$231-million for excessive charges it had billed from 1981 through 1988.

The GAO and the Office of the Inspector General of the Depurtment of Health and Homon Services also released initial results of their audits, which found other

overeharges.
Peter W. Van Etten, Stanford's chief financial officer, said the Defense Contract Audit Agency had arrived at the \$231-million ligure by "disregarding" numerous memoranda of understanding between Stanford and the government governing how its indirect costs of research would be calculated and recovered. "They are retronctively cunceling" those, Mr. Vnn Etten said. Stanford is appealing the conclusions through administrative procedures.

No universities were invited to testify, but Mr. Dingell acknowledged their objections as he took pains to dismiss the notion that overnment was "now somehow welching on a productive 50-year partnership" with universities in the financing of scientific research.

There had never been an understanding that ony university "could burden the taxpayers with irrelevant, improper, and, in n number of eases, illegal charges in the name of science." Mr. Dingell

Diaputea Over Utility Costs

Many of the costs identified in the 28 different audits at Stanford derived from differences of opinion over how costs for such things as utilities and building renovation should be allocated to various university accounts. Disputes over utility costs nlone account for nbout \$16-million of the charges

The Defense Contracting Auditing Agency did less-extensive audits at 21 other universities, covering a total of 54 fiscal years because some were examined for multiple years. Audits of another 20 universities should be completed by October 1. The agency's deputy director, Fred J. Newton, told the committee that, to date, the agency had

identified \$336-million wrath of ticularly foreign governments, had charges that may have been im- received more favorable treatment

cial records at the Massachusetts cerned that the universities were Institute of Technology showed using federal dollars to underwrite that the institution used the government \$19-million for 1990. The agency said its audits at Pennsylvania State University for the fiscal years 1986 and 1990, showed overcharges to the government of \$6.4million. A Penn State spokesman said that university officials had not yet had a chance to review the amples at three universities where the charges.

the smaller items identified, such as a portion of the \$3,406 spent on Hopkins University, and the Unilimousines for university trustees, were probably improper. But, like Stunford, MIT objects to several socalled avercharges that are re-interpretations of the memoranda of

Croise on the Nilc

The spokesman also disputed ussertions by some nuditors that wer and the Harvard Medical School hod been especially aggressive in trying to recover custs from the government, "We have not gone after every federal dullar we could get," suid the spokesman, Kenneth D. Cumnhell.

The audit ulso cited Cornegie Mellon University for its \$11,000 in charges to the government for a trip by university personnel to Turkey and Egypt, including a cruise

At Mr. Dingell's request, the HHS undits examined whether nonfederal sponsors of research, par-

The Justice Department told six

more colleges last week that they

were no longer under investigation

for possible violations of antitrust

Two weeks ago, some of the 57

colleges involved in the inquiry said that they had received letters

from the department telling them

they were no longer under investi-

gatiun (The Chronicle, January 29). With the six colleges that were no-

tified last week, a total of 25 institu-

tions now have been cleared by the

The six institutions are Benning-

ton, Earlham, Oberlin, Skidmore,

The Justice Department cun-

firmed that it was closing part of its

nvestigation but declined to re-

lense a complete list of institutions

in the inquiry, or of those that had

The investigation started in 1989

and concerned allegations that

some private colleges and universi-

ties shared information about tu-

ltion rates and financial-aid awards

in a way that violated federal anti-

lap Group, an organization of 23

prestigious private colleges in the Northeast that—until the inquiry

began-met annually to compare

the financial-aid awards they were

Of the 23 institutions, the Justice

offering to prospective freshmen.

Department reached a settlement

The inquiry focused on the Over-

Focus on Overlap Group

Wabash, and Wells Colleges.

properly billed to the government. from universities on overhead The agency's audit of 1990 finan-rates. Mr. Dingell said he was conness at the expense of our own."

Seathing Letter to Stanford Thomas D. Roslewicz, deputy

inspector general for audit services at HHS, said auditors had found exmidit and so could not comment on foreign governments were charged no or very low overhead rates. The An MIT spakesman said some of audits determined that the institutions-Duke University, the Johns versity of Pittsburgh-had absorbed the extra costs themselves. Meanwhile one of Stanfurd's chief enties, Paul L. L. Biddle, has written a seathing letter to the chairman of Stanford's Board of resolving the overcharge disputes. Stanford of the Office of Naval Rehow Stanford is reimbursed for its views on literature.

> Stanford has taken advantage of of the American taxpayer but should not expect to "continue to live comfortably from the fruits of its ruseality," Mr. Biddle wrote. "Silence on the part of the Stanford Board of Trustees and the university senior management makes it seem they are complicitous in a eover-up or, even worse, themselves participants in the impropri-

filed suit against the Massachusetts

Institute of Technology, and took

no action against the other 14. Offi-

cials at the 14 said last week that

their colleges had not been elenred

In addition, the Justice Depart-

ment has not cleared an organizs-

tion it has been exnmining as part

by the Justice Department

indirect research costs

aor of English at Duke University and a apecialist on African-American literature, casily won Senate confirmation to the National Council on the Humanities last week. The National Council on the Humanitiea is the advisory board of the National Endowment for the Humanities. Ms. Williams was chosen after the President's first nominee, Car-

ol lannone, a teacher and administrator in the Gallatin Division of New York University, was rejected by n Senate committee in July. Several academic associations had questioned Ms. langone' qualifications to sit on the board. Trustees, urging him and his "co- but her defenders charged that the horts" to take a more active role in groups did not like Ms. lannone's polities. Those academic associa-Mr. Biddle is the representative at tions did not challenge the nomination of Ms. Williams, although she

Congress has added about of the two. \$105-million from the budget of the Defense Department to aupport the Antarctic program of the National Science Foundation in fincal 1992.

But housing programs are likely to be cut to partly offset that provi-

conducts resesreh on higher-edu-

in the Justice Department investi-

gation and only one-Oberlin-has

Of the nine that are not members

Apullin Confession popular Confession Confes

been elegred

Status of Colleges Involved in Antitrust Investigation

cation issues. Of those 32 instituties; and the Universities of Chi

tions, 24 were included at one time go and Rochester.

Counting the money that Con-

WASHINGTON UPDATE

■ Senata backs Humanitiea Council nominee ■ NSF funds drawn from other departments

Kenny J. Williams, a profes- gress had cartie provide to NSF, the budget for the tion's activities will goup to by about 15.6 per cent. Most of the extra more cover the costs the Navy in providing flights and other se

to the NSF's Antarctic propthe past, the foundation had imburse the Navy from it money. Congress, in passize spending law for the militar ulated that \$30-million in the tary budget go to pay for the environmental, safety, and be programs in Antarctica

Under the law, the read \$75-million that Congress probudget has to be offset by an sion of \$75-million from the or or prior spending laws for the and hoosing programs. At lea million of the cut must come a sesreh, the agency that oversees shares some of Ms. lannone's ly from the NSF's researched according to law. The rest -STEPHEN BURO come from the foun search budget, housing prog for the poor, or some com

> The budget office recent fiscal 1992, which includes a required \$5-million cut. The ministration has now decid propose officially to Conste

western, and Stanford Univ

All of the colleges that have

under investigation have des

wrongdoing, as has coffe.

Turks University of Chicago University of Chicago University of Chicago Vesser Gollege Wellesjey Dulege Wellesjey Dulege Welleyen University Williams Gollege

for the nation's Six More Colleges Told They No Longer Face Federal Antitrust Investigations

substructics, and science.
The National Council of Teach es of Mathematics, the National Center for History in the Schools at & University of California at Los eles, and the National Reearth Council are among the props already at work developing stadards. Their work would be rethe proposed new panel

Cangress created the 32-member al Council on Education hadards and Testing last June. It s headed by Gov. Roy Romer of Colorado and Gov. Carroll A. Campbell, Jr., of South Caroline ad includes federal officials, edu-tations, and members of Congress. i serves as an advisory panel to e National Education Goals Pand, which is charged with oversecof the national effort to achieve te six education goals that Presideat Bush and the governors estabithed.in 1990.

"In the absence of well-defined d feeding and arithmetic skills

National Standards for Schools Backed in Report to Government Leaders

A committee of educators and emment officials, in what it also turning point in the schouldem movement, has endorsed mishment of national stan-Lasthal would spell out what the omiry's schoolchildren need to

The panel, in a report to Conges, the Education Department, nol the governors involved in the meanew panel of politicians, eduators, and concerned citizens should be responsible for setting

The report, from the National Concil on Education Standards ed Testing, sets aside concern his such standards could lead to a missal curriculum and saya the midlines are needed to set expecmins for students.

Rasocalls for national testing to kep track of whether students are seeing the standards.

The council's conclusions giv rtissa support to President last's requests in his "America MO" plan for national standards refrests in key subjects. The ston

The report makes clear

fist setting standards and developing tests

'aie not panaceas

educational problems."

with the 8 lvy League universities, of the inquiry, the Consortion on of the Overlap Group but at 1 and would initially be set in the Financing Higher Education, a under investigation, five areters group of 32 private collegea that members: Johns Hopkins, Not be areas in which the President ad the governors have said stutest should be competent by 50: Eaglish, geography, history,

National Advisory Panel

and demanding standards, educa-tion in the United States has gravi-bed toward de facto national min expectations," the reil says, "Except for atudents o are planning to attend selecfour-year colleges, current edion standards focus on low

**THOMAS J. DeLOUGHRY and un small amounts of factual test results ultimately could be Learning Research and Develop-

afform states another to technical material in other content trans.

"Consumers of education in this content trans."

"Consumers of education in this content trans."

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"The University of the University of th country have settled for far less mitted to college, or who is certithan do their counterparts in other ment.

developed nations." The report, "Raising Standards dards and developing tests "are for American Education," says standards would provide "an in-eational problems." creasingly diverse and mobile nonulation with shared values und paid to developing enricula to knowledge."

The tests oscil to mensore uchievement of the standards should be voluntary fur each state tors with incentives to improve and have "the capacity to produce and tu reducing health and social useful, comparable results," the report says. The cooncil says the

conneil, said the standards and than they should and for fir less fied for certain types of employ-tests will give parents, employers, community advocates, and edtransform our education system.

The report says that setting staneational problems." It adds that attention must be

'High-Stakes Decisions' Many education researchers are teachers to teach to the new levelleery of using national examinato providing students and educations for "high-stakes decisions" related to promotion or graduation A group of more than 30 education

barriers to learning.

Laoren Respick, director of the

dith Lamer of Michigan State University-sagues in a written response to the conneil's report that "the braited information available from test results should not be used as sole determinants of students' educational futures-c.g. [and] cad the cycle of low expecta-

professors—including Limba Dar-ling-Hammand of Columbia Uniquality of education.

for tracking, promotion, or gradute tion decisions-or for assigning consequences to schools. The statement adds: "Past research and experience have shown that these inappropriate uses of test results ultimately narrow cutrienlam, thus lowering standards. and create perverse incentives for schools in artificially raise scores by pushing out low-scoring stu-



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\$33-Million Program Aims to Increase Number of General Physicians

choose careers as general practitioners has been announced by the Robert Wood Johnson Founda-

Officials of the foundation, the nation's largest health-care philanthropy, fear that too many physicians today chouse highly focused medical specialties, a situation that ninkes prinning health care scarce and costly for most Americans.

Michael P. Beachler, o senior program officer at the foundation says the health-care problem will reach 'crisis' proportions in a few years if steps are not taken now to

"If you're going to turn the trene around, it's going to take time, Mr. Beachler suys. "The resound ing chorus aniony certain segments of the medical-education community is, 'We need more general phy-

The foundation's program, the Generalist Physician Initiative, will seck to encourage medical stu-dents to become family practitioners, general internists, and pediatricians. The program will award a total of \$32.7-million to medicul schools over the next seven years

To receive the grants, medical schools will have to develop plans that could ultimately change the way they admit atudents, the wny students are taught, and the way rd concy training is structured.

Second Major Program

The foundation's offort is the accord major grant program announced in the last year that aims available. Last year, the W. K. Kellogg Foundation awarded nearly \$47.5-million to universities to foster the development of commitnity-based health core. Kellogg seeks to improve health services "for underserved people in unreached arens" by, among other

PRIVATE SUPPORT

AMBERSEN FOUNDATION clo Andersen Corporation Bayport, Minn, 55003 Unrestricted \$225,000 each to Asbury College and Missouri Baptist College.

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DAMBORTH FOUNDATION 2s. South Berniston Avenue St. Louis 63105-1903 Student aid. For fellowships for minorily decloral candidates: \$315,000 over three years to Brown U.

STEELE-REESE FOUNDATION

Gifts & Bequests

Oollege Miserizordia. For an althelics and health facility: \$1-million from Robert S. and Gornidine R. Daley Anderson. East Carellas University. For the althelica "Gepartment: \$300,000 from Bob and Mar-janet Ward.

web Cottage. For construction

things, increasing the number of executive vice-president of the As- craments, private insurers, health-By JULIE L. NICKLIN
A \$33-million grant program to

> From 1965 to 1988 the propor tion of physicians who were generalists decreased to 30 per cent. from 42 per cent, according to two reports that examined the national supply of physicians. If that trend continues, the propurtion is expected to drop to 25 per cent early in the next decade. The studies were conducted by the Gruduote Medical Education National Advisory Committee and the Council on Graduate Medical Education.

A better balance between gener-50 says Edward J. Stemmler,

graduates who choose primary sociation of American Medical care (*The Chronicle*, July 3, 1991). Colleges.

Attracted by Higher Incomea

Many doctors in the United States want, among other things, the added prestige of being a orthopedist or a gastroenterologist instead of a pediatrician or a family practitioner. Dr. Stemmler says. They are also attracted by the higher incomes possible in specialty areas, he adds. Dr. Stemmler serves on a committee that advised the foundation on the new program.

Johnson Foundation officials

mnintenance organizations, hospi-tals, and community health centers to increase the number of general

Frederic D. Burg. vice-deon for education at the University of Pennsylvania Medical Center, says his center saw only 60 per cent of training positions in pediatrics filled last year, while specialized fields filled up completely.

Something has to be done to reverse the number of students who are "being driven away from primary cure," says Dr. Burg, who is also a professor of pediatrics.

In the first phase of the foundacol schools to work with state gov- tion's program, each of up to 18 65212 (314) 882-1613.

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medical schools will be awarded one-year planning grants of as much as \$150,000. From those, the 12 schools that develop the most comprehensive strategies for increasing the number of general physicians cach will receive sixyear grants of up to \$2.5-million to put their plans to work.

A one-day workshop for medical schools interested in the program will be held this month in St. Louis The application deadline for grants is May 29. The first recipients will be announced in October. More information is available

from Jack M. Colwill, chairman of the Department of Family and Community Medicine, University of Missouri, M228 Medical Sciences Building, Columbia, Mo.



Florida A&M University in plaing on Harvard University in the recruiting war for some of the country's brightest black

This year Florida A&M has 62 National Achievement Scholars in its feetimen class, while Harvard has 64. The scholars program, run by the Corporation, recognizes outsineding black high-school students. The gudents are chosen based on their grade-point averages and Scholastic Aptitude Test scores.

"Historically black colleges should lead the country in recruiting Booker, the university's spokesman. Mr. Booker said Florida A&M

d been able to attract more of the todents because its president, Prederick S. Humphries, meets with students and offers them cholarships and internships.

The stadent government a Auburn University passed a resolution stripping a gay and leablan association of its charter, but a university administrator tepped in to override the action. overnment voted 23 to 7 to throw

on the charter of the gay and Student groups that are chartered are entitled to apply for student-fee money, receive discounts on advertisements in student publications, and hold meetings in

the student union. The gay and by last year's Student Government "The majority of students here

object to the group's receiving fooding," said Don Wagguner, the ent Government Association's president, "Many students also oppose the group because of state laws against sodomy and because the life style of the group carries

Last month Pat H. Burnes, vicepresident for student affairs, werrode the student government's resolution and said the guy group could keep its charter. The guy and babian group had threatened to sue the university if it was denied u

Students at Rensaelaer Polytechnic Institute were daling for jobs, not money, last

Since the job market for college paduales is bleak, 32 Renssciner stedents called \$50 alumni to drum up job prospects as part of a

About 50 per cent of the alumni noted by per cent of the animal contested said they would recruit on the campus, accept students' rivers, or send job announcements

We knew the job market was ites, so rather than complain we ame up with this quick, low-cost wey to address an urgeot problem and Vicki Lyan, director of the versity's career-develop

Students

Colleges Have Done a Bad Job of Explaining Affirmative Action to Students, Critics Say

As a result, some whites view themselves as victims

By MICHELE N.R COLLISON

As colleges struggle to attract minority students and bring a greater mix of undergraduates to their campuses, some critics say that admissions offices have done a poor job of explaining their affirmative-action policies to prospective students and their parents. As a result, the critics say, colleges are contributing to the view among some white students that they are being possed over for unqualified membera of minority groups.

"Colleges could come out and say, 'We want a diverse class with musicians athletes, and minority students," " says Reginald Wilson, a senior scholar at the American Council on Education, "But colleges with good affirmative-action policies act like it's something dirty they have to

Many Constituencies to Please

Some white students, believing that simply being black or Hispanic would put thent at the top of a college's list, have gone so fur as to identify themselves as minurity-group members on college applicutiuns. In addition, high-school counselors sny some minority students mistakenly believe that they will be accepted to competitive colleges simply because of the col-

Sume suy the lack of clear information from colleges is feeding a backlash against uffirmutive action. In the last year, a white student filed a complaint against Duke University, claiming she had been rejected by the institution even though she said she had a better academic record than a black high-school classmate whom Dake accepted. And a white student at the Georgetown University Law Center touched off a fierce debate over affirmative action by writing an article saying that black students who had been admitted had lower test scores and grodes thon their white classmates.

College admissions officera acknowledge that they may appear sceretive, but they soy they do not divulge the details of their policies for good reoson. Many worry that critics of offirmative action will misrepresent college policies and inflome the tensions that already exist between white students and members of minority groups.

"Colleges are sneaking into diversity, says Bruce G. Poch, dean of admissions at Pumono College, "Colleges don't call attention to their policies because they don't want to be spotlighted."

Mr. Poch says universities "ought to come out of the closet," and he asks: "If they're doing a good job, why are they ashamed?" But he adds that admissions officers are unwilling to be more open because they must please different constitueneies and don't want to draw attention to something that could be controversial.

High-school counselors say aome of the mystery and hostility surrounding affirmstive action could be reduced if colleges



Valeria Ball: Admissions officers should ask whether a low-inc minority student has "taken advantage of his anvironment."

were more candid. Indeed, no one outside an institution knows exoctly how a college arrives at its decisions about whom to accept. And although institutions say they practice affirmative action, few tell students and parents exactly how they carry out that concept.

"When you keep something a scoret, you make it suspect," said Elsa Clark, director of college counseling at Immaculate

Heart High School in Los Angeles, speak ing a meeting of the National Association of College Admission Counselors "Studenta just don't understond what colleges are trying to do. When admissions representatives come to my school, I encourage them to explain their affirmative-setion

Admissions officers interviewed for this Continued on Following Page



Affirmative-Action Failings Said to Cause a Backlash

the student's background.

Continued From Preceding Page article said their institutions procticed affirmative action, but only a hundful would release details about how their choices are made. What is clear is that even perfect grades and test scores will not guarantee admission if a student isn't desirahlern other ways.

In addition to grades, institutions might consider students' ability to lead, their sense of curiosity. and their enthusiasm. Colleges also try to recruit athletes, musicians, low-income students, disabled students, the children of ulumni, and those from minority groups, Murcy Whaley, associate direc-

tor of udmissions at the California Institute of Technology, says udmissions officers always look beyould grantes. "There are too many good students for us to adout," she snys. "We select their based on what we need and what we want. Maybe this year we need a first busemun or a finte player. We have the luxury of looking at more thur

Anthony Cunchola-Plores, associnte director of nunissions at Hrown University, says that colleges want a mix of students from various parts of the country and from various racial and socioeco nomic groups.

"If you have three seniors, it's not who's the best academically, but who will bring the most to enm-

pus," says Mr. Cnncholu-Flores. David Wingood, acting director of Manuscions at Duke University. says of the college-odmissions ence. There is no formulo.

Berkeley Isaues 'Targeta'

Although most institutions say their desire for diversity may menn that a minority student, an athlete, or a musician may be admitted over another applicant who has higher tions say they do not take any students who are unqualified to do the work required.

The University of Californin at Bcrkeley is one of only a few institutions that spells out ite desire for a diverse class. Ench year it issues 'targets' for athletes and for lowincome and disabled students, as well as for minority studenta. "These are targets, not collings or floors," saye Andre Bell, director of admissions of Berkeley For instance, Berkeley would like to admit 1,600 to 1,800 minority students in n freshman class of 8,200.

Some institutions judge minority atodeists' grades and test scores differently from those of white surdents. Admissions directors at those institutions say it is unfair to expect students who do not come from white, middle-class backgrounds to have had access to the same quality of education.

Officials at one college who asked to remain anonymous say they recognize that minority students on average have lower Scholastic Aptitude Test scores than white atudents. So the institution evaluates black etudents according to the average score for blacks, and whites according to the average

Valerie Bell, associate dean of Righta, wrote in his report that Ms.

admissions at Oberlin College, agrees that when considering a low-income minority student, admissions officials should consider

> "You don't penalize a student for not having money," she says. You evaluate the school and you ask, Did this person excel within the walls of this institution? You ask, Has he taken advantage of his environment?"

Admissions officials say they frequently are accused of accept-ing minurity students who have ower scores than white students. But they say that many times the white who loses out husn't denionstrated other characteristics that might make the student attractive. play sports, the violin, or do sci- into prestigious institutions, check

For instance, Avis Hinkson-Lester, associate dean of admissions at Pomona College, describes a cusc of two students, one black and one white, who applied for admission last fall from the same Midwestern high school. The white student had a slightly higher class rank and slightly higher sar scores than the hlack student, but the black student had been more active in after class activities. Pomona accented the black student and rejected the

strate abilities beyond the clussroom." save Ms. Hinkson-Lester eontribute to the college. You may

When a Black Applicant Is Accepted and a White Is Not:

Case at Duke U. Illustrates Use of Race in Admissions

ence research, but you have to do

something."
The widening of the applicant noul to include more members of minority groups has made white students resentful, college officials

"It is true, the number of places for white males and females is smaller in 1991 than it was in 1971," says Mr. Wingood of Duke. "They aren't the only ones in the pool. Twenty-five per cent of the ity students. applicants are now minority.

Calls by Disgruntled Parents

Admissions officials say they "All students have to demon- frequently receive telephone calls from disgruntled white purents who feel their children were unfair "We want the whole student to ly rejected for udmission. Some boxes on their applications that say they are black, Asian, or Hispanic I had a Jewish student wh eheeked the Asian box," says Mr. Canchola-Flores of Brown.

Although some students complain that colleges give extra consideration in admissions to the chi dren of alumni or to athletes, admissions officers say students typically are much more angered by special consideration for minus

Suys Andrew P. Comblatt, director of admissions at the Georgetown University Law Center There is more of an outcry when it has to do with race than with privilege."

Some college officials say highschool counselors bolster the idea that colleges are interested in minority students, regardless of their acudemic abilities. "They tell these kids. You should definitely apply there. You'll get in because you're bluck," " says Gregory C. Roberts, executive director of the Bultimore Educational Scholarship Trust, a program that places black students in private high schools. They're not telling these kids that the reason they will get in is because they are top students."

Admissions officials say some black students have come to think they can use their race to their ad-vantage. "My daughter's friends were talking and one said, 'I only have to have average grades and I'll get in because all these colleges are beating the bushes looking for minority students," " says Berke-ley's Mr. Bell. "I had to explain that that was not true. Colleges are not accepting minority stud just because they are black. They are looking for students who can do



Some high-school courselors say the college-admissions process can be demoralizing for minority students. The attacks on affirmative action have prompted some to question their abilities because, officinls suy, the students are never sure if they've been accepted be cause of their color or because of their abilities.

"The son of a friend of mine got accepted to Yale," says Georgia Booker, a college counselor at Woodrow Wilson Senior High School in Washington. "A te said, 'They must have really been looking for blacka.' She said this it front of the entire class. You know that was hurtful to that student. I was a blow to him. Colleges ought to be saying these are academically

Critics of affirmative-action policies say inatitutiona could reduce some of the resentment of white students by looking at economics instead of race, when making admissions decisions. Indeed, some say that in their quest to diversify and consider students who have been shunned in the past, colleger are overlooking disadvantage

Admissions directors expect the controversy over affirmative action to intensify.

"Admissions is not a fair game, says Leon Braswell, associate dean of admissiona at Bowdon "Someone will get hurt, black kide as well as white, as we open the doors to more people." #.



The American Councit on Inches gave an aword last reath to Creed C. Black, roles of the Knight Foundation aladring force behind the Sculation's sports-reform panel. The council, which has jecated reform in college sports (speedecades, honored Mr. Est and the Knight Foundation for neating the Knight Commission or inte Athletics. The nwart refited the Knight panel's report the academic, financiul, and ance policies of college ens, with spurring the adoption (apackage of lough scademic earls approved at last month's

Menwhile, the Knight panel un to release a sequel to its March 9 report. The follow-up report, progress made in college sports

cing of the National Collegiate

The Knight Foundation also said would keep the commission in iness at least through the Kar's 1993 convention, when one the care's key proposals—the ion of a certification, or peernice, system for big-time sports pagams—is expected to be unidered.

The NCAA council has optored most of the changes reposed by a special panel mewing the association's Morement procedures. Among other things, the panel freced the NEAA's in intitee to erente a "summury especialism process for early esalstion of cases in which mestigators and college officials ipee on major findings, und to poride transcripts of ull hearings to dimin peries in a case. Two other major changes would Noise's vote of the NCAA's embership to take effect und once were not considered by the well. They would open someon hearings to the public of require the use of independent wing officers to rule in cases that most be decided through Managery judgment.
Some of the proposals approved ly the council represented major changes in the NCAA's procedures in investigating its members.

The summary-disposition process is the most radical. It would be not

apaderess complaints from some

Bige officials about investigations

ouge dicials about investigations and drag on for many mouths and every area, and may encourage offiges to plead guilty to violations 5 an earlier stage to stop the steady area of the drublicity that often koonsallet infractions cases.

komparies infractions cases.
Other changes include requiring the infractions committee to develo

tondict of interest policy for all scan efficials involved in

educement, and liberalizing the traciation's policy about the use of

the recorders by investigators,
which would also make recordings of

titriswa more widely available to

Donna Lopiano of the U. of Texas at Auatin: "It'll be interesting to see if the presidents think this is a real shot across tha bow, or just a beg of flour."

Athletics

Draft Memo Stresses

Need for Sex Equity

in Dropping Teams

grams receiving federal assistance.

1972, which bars sex discrimination in pro-

"I think it will be perceived as a warn-

ing, and in that sense it's good," said Don-

na Lopiano, director of women's athletics

at the University of Texas at Austin, "It'll

be interesting to see if the presidents think

this is a real shot across the bow, or just a

Said another women's sports advocate.

who asked not to be identified: "it's not

bud, especially considering that they

haven't done a damn thing for the last 10

The ocr memorandum begins by restat-

ing a basic premise of Title IX: that

colleges must offer men and women equi-

table opportunities to compete on sports

tenms, and that the ratio of female to male

athletes must be substantially equivalent

to the ratio of women to men in the under-

When the rate of participation by women

iliffers from the proportion of women in

the student body, the memorandum ssys,

college must be able to show a "history or

continuing practice of program expansion

A Basic Premise Is Reutated

graduate student body.

Continued From Page Al

bug of flour."

for students of the underrepresented sex." or prove that the interests and abilitics of the sexes are equally accommodated.

The memo goes on to warn colleges that cutting an equal number of men's and women's teams does not insure compliance with Title IX, since they may be cutting equally from inequitable sports programs. Colleges may also violate Title IX. the memorandum advises, if they fail to offer the same sport to men and women, provided that athletic opportunities for women on the campus historically have Continued on Following Page SADDEST DAY OF MY LIFE'

Football Coach at U. of Massachnsetts Resigns to Protest Scholarship Freeze



Jim Raid resigned hecsuse he thought his intagrity had haan compromisad It troubled him to make scholarship offers and than have to ranaga on them.

By DOUGLAS LEDERMAN The football coach at the University of Massachusetts at Amberst quit last month after learning that the university had instituted a temporary freezo on the awarding of new football scholar-

Jim Reid, who had been at Massachusetts for 19 years, including the last six as head football coach, said he had resigned because he thought his integrity had been compromised. It troubled him, he said, to have to make-and then renege on-scholarship offers.

This is the saddest day of my life," he told the Associated Press.

University Loses \$55-Million

The University of Massachusetts has been devastated by budget cuts forced by the state's economic travails. All told, the university has lust more than \$55-million in state assistance since 1988, dropping its annual budget to \$112-million from \$167-million.

The athletics program has not been spared. Besides sharing in the institution-wide budget cuts, the sports program hos lost about \$500,000 in student athletic fees because of shrinking enrollment, ssid Richard O'Brien, the chancellor. And more troubles are in the offing: The university is nearing completion of n multimillion-dollar hockey arena, but it does not have enough money to support the hockey team or pay the cost of maintnining the new facility, the chancellor snid.

The university onnounced in May that it would eliminate four varsity teams (men's soccer, women's volley ball, and men's nnd women's tennis reduce financial support for men's and women's skiing and men's nnd wom-

en's swimming, and cut personnel in football and sports medicine.

But those changes were not enough. When further cuts became necessary this winter, the university opted not to drop any more teams, hoping to maintain a broad array of athletic programs.

'The question became whether in go further down the track of dropping teams or take it out of the hide of the most expensive sports," suid Mr. O'Brien. "We reluctantly decided to do

So, late last month, the athletics director, Frunk McInerney, called Mr. Reid into his office and told him that the university could not ufford to offer may new football scholnrships.

That wus the last straw for the coach. who had eurned a reputation at Massachusetts for enting bag lunches and sleeping on the floor of other couches' hotel rooms to save money during the recruiting prucess.

Will Continue to Field a Team

Mr. McIncrney said in na interview just week that the university would honor the seven scholarships that Mr. O'Bricn had awarded-and incoming freshmen nirendy had accepted-for next year. But the director said the university would nward only about 50 football scholarships over all, well below the 63 that its league, the Ynnkee Conference, nilows.

Choncellor O'Brion soid the university would continue to field n football team and plny in the Ynnkee Conference, even though the league's other nine tenms offer more scholarships.

He said the university would need about \$1-million n year in additional Continued on Following Page





Elizabath Elkine, who attends Jacksonville State U.:

Revaraa discrimination is "an overlooked travesty."

thinks it's because she is white. She says the admissions office at Duke rejected her last spring and ommendations." He said Duke's occepted a blnck clossmate from her high school even though Ms. Elkins saya her academic record was better than the black atudent's. Kamsro Morris, the black student, has told reporters that she was just as qualified for admission

as Ms. Elkins. Ma. Elkins filed a complaint with the U.S. Education Department's Office for Civil Rights charging that Duke had discriminated ogainst her.

In a letter outlining her complnint, which was published in aevernl newspapers in the Southeast. Ms. Elkins said: "I write to make public the most overlooked trovesty in our nation's colleges and uniersilies: reverse racini discrimination. This now common occurrence is downing the aspirations of the white race."

'Microcosm of the Nation'

In December, the Education Department ruled that Duke had not discriminated against Ms. Elkins. Archie B. Meyer, acting regional director of the Office for Civil

Why didn't Elizabeth Elkins get Morris "was accepted because she into Duke University? Ms. Elkins hod a stronger application based on test scores, academic achievement, personal qualities, and recacceptance of Ms. Morris olso added to the racial diversity of the university. And he added: "The evidence does not show that Student B was accepted solely on the basis

of her race." The report referred to Ma. Morris as Student B. Duke officials said they were nsed with the outcome. "The results confirm what we knew to be tha case," said Harold Wingood, acting director of admissions at Duke, Mr. Wingood said that Duke did not accept students just becouse they were black. "We only

invite those who are qualified," he Mr. Wingood said the university did take race into consideration when making admissiona decisions, "Universities are a microcosm of the nation, and we try to be representative of the population," he said. "Minority students and Ivantaged students are a minority on this campus. Students of

color contribute to campus life." Ms. Elkins and Ms. Morris both nttended Jacksonville High School In Alabama. The Education De- could offer to someone else." partment found that both women

Duke U.: "We only invite those who are qualified." had scored 1180 out of a passible Test. While Mr. Meyer found that . Elkins had scored higher than Ms. Morris on various Achievement tests, Ms. Morris had slightly better grades and better recommendations than did Ms. Elkins

Harold Wingood, acting director of admissione at

Ma. Elkins, who is now a student at Jacksonville State University. does not plan to take her complaint further. But she said that in its study of her case, the Education Department had failed to consider that she was an athlete and took advanced-placement courses, factors she believes ahould have made her more attractive to Duke than

'I Am So Mad'

Ms. Morris, the black student. decided to attend Cornell University instead of Duke last fall. She declined to be interviewed for this story, but last fall she told the Associsted Press: "I am so mad right now, tears are streaming down my face. I am just as well qualified as she is. Her concern is valid if you're picking a black person who s not qualified. I'd like to think I was picked because I was qualified and bacause I had a little bit more I

The University of South Florida covered up rape charges against a star basketball player and treated the alleged victim unfairly in order to maintain the athlete's eligibility, a report to the Florida Board of Regents has changed.

The 60-page report by a special panel investigating the university's landling of a sexual-battery complaint involving two students called for "significant structural, procedural, and personnel changes" to be considered at South Plorida.

The pinel strongly recommended, for example, that the athletics director report directly to the university's president, instead of to the vice-president for student affairs, as has been the practice.

The panel also endorsed several changes recommended by South Florida's President Francis T. Roykowski, such as revemping the stoilent indicial and disciplinary systems to eliminate conflicts of interest, permitting hearing officers to consider a nattern of offenses and providing for immediate suspension when serious charges are involved.

The committee, made up of six staff members from the state-system office, concluded that South Florida officials had given special treatment to a furmer basketball accused in October 1989 of assoult-

ATHLETICS NOTES

- U, of South Florida covered up rape cherge, state panel seys
- Syracuse besketball ster sues the NCAA for 'mental anguish'
- NCAA panel restores the eligibility of Texes besketbell player

ing a female student. It also said the university had stand by while the female student was barassed into withdrawine her allegations and had overlooked subsequent complaints of assault and harassment against Mr. Taylor made by three other women.

Shouly believ Mr. Taylor's othletics eligibility would have expired last February, he was dismissed from the team for violating emifew, the report said.

Florida's regents are expected to consider the panel's report at their regularly scheduled meeting this

If the regents accept the report, it could affect a proposal at South Florida ta establish a new interedlegiste football team. A university panel studying the feasibility of such a program will also meet this --- DEBRA IS BLUM

A Syracuse University basketball player sued the National Collegiate Athletic Association in a New York State court last month, chaining the association's

ngree ubont how helpful the docu-

While Ms, Lopiano and other ad-

officials had caused him mental an- yers amended their complaint to guish and denied him television exposure by declaring bim ineligible tion for \$1,35-million. last fall.

The NCAA revuked the cligibility of the athlete. Conrad McRae, in November, when Syracuse reported that he had received imprope transportation and other mino benefits from a New York City "street agent" who, according to news reports, had recruited Mr. McRue on Syrucuse's hebalf.

In November, lawyers for Mr, McRae usked a state court for a restraining order that would reinstate him, Although one state judge temporarily restored Mr. McRae's eligibility, another upheld the NOAA rolling after a hearing, keeping him on the sidelines.

In December, however, the NCAA's eligibility panel reversed itself, after learning from stuff memhers of the association that Mr. McRue had told News officials of the contact with the street agen before he carrilled at Symeuse.

Although Mr. McRae requined his eligibility and immediately hegan plnying for Symcuse, his luwcompleted. The NETA hadded... Mr. Cambridge ineligible bereath of the gift, which it sad volve the association's rules (gain) proper benefits for abletes.

Mr. Cambridge originally at: that the money was a gill h former employer as a reward graduating, and the NCAA halo tended that it was a payment be un-cuirt performance.

Because of the new evider. the panel agreed to reinstate t Cambridge at the stan of month as long as he repaid in \$4,600 that was not earning in work. Mr. Cambridge had sued to NCAA in federal conn in anathon to regain his eligibility, but had be at the district-court level, ---

ity of a hasketball player at the University of Texas at Austin, Brielly Noted

COMING TO YOU! - MARCH 12, 1992

Reference Index to

Volume VIII

FOR ADVERTISERS:

Black Issues In Higher Education's

the state court to sue the associa-

need Mr. McRue's cureer by keen.

ing him out of four of Syracuse's

An NCAA conneil subcom-

mittee has restored the eligibil-

overruling several cartier decisions

The council's subcommittee on

eligibility appeals for Division I

suid new information provided by

the player. Dexter Cambridge,

"ennyincingly curreborated" the

university's claim that \$2,400 of a

\$7,000 gift Mr. Cumhridge had re-

ecived from a booster when he was

enrolled at Lon Morris Junior Col-

by another NCAA panel.

They claim that the NCAA dam-

-DOUGLAS LEDERMAN

A panel of professors. dents, and coaches has issued preliminary report recomme that the University of California Davis apgrade its athletics pa-gram to the National Collegia Athletic Association's Division from Division II.

■ The College Football tion announced that it had add Colifornia State University at Fre lege was actually payment for work no us its 67th member.

pispatich

"Operation Plowshare," a proposal to hire Russian nucles stratists to diamaotle nuclear rabeads in the former Soviet Belos, is gaining support in the ash Administration and could be undened to include assistance to ahr Russian researchers. Those isvolved in the discussions sy the proposal, which is expected to be announced soon, will tap a Si0-million fund appropriated by Congress last year to disminute Soviet nuclear weapons. The money and he used to employ as muny a 2,000 Russian auclear scientists Several Administration officials late expressed concern in recent seks over attempts by Libya to lietop Russian nuclear scient gasy of whom are earning barely except to buy food because of busin's crumbling economy and

The government of Estonia

sistentially the size of its

must to university students to

hereuse in the cost of living in the former Soviet republic.

higher-education grant. In addition.

notents, for the first time, loans of

wto about \$1,200 per year to help

them pay tuition costs. However,

ast be able to repay them. Estonia switched to a free-

idents reportedly are refuctant to

accept loans out of fear that they will

irket economy three months agu

The Brat Islamic theological

institute in Europe opened its doors in France last month.

Burgundy, the European Islamic

who have a European vision of

blan. The very existence of the

inshele, however, has raised some content in France that it will become

bedementafism. It was founded by the Union of Islamic Organizations

The first class is made up of 50

tudents, only 17 of whom are from france. Several are from countries

Eastern Europe and the former

issitute will train scholars and frectors of Islamic-study centers

Roused in a chateau in

shotbed of Islamic

is what it is calling a "social

de compensate for sharp

The government will now give

mid" on ion of the standard

the government is offering

tep cuts la military spending.
White House officials are also How well higher education adjusts to the new fiscal reality will be watched closely in concerned about the plight of Bussian scientists in general, who Ontario which is home to 40 per cent of se in the same predicament. Cunada's college and university students. Last month Yuri Ossipyan, t Traditionally a weslthy province, Ontario is now being forced to tighten its belt.

science adviser to former Snviet hesident Mikhail S. Oorbachev. net with White House officials, iscluding D. Allan Bromley, heident Bush's science adviser, \$10-Billion Deficit in Ontario Baltered by n deep recession and a \$10billion (Canadian) deficit, Ontario last and warned them that, without month delivered the bad news that the

lelp, the scientific enterprise in Russia was in danger of collupsing province's Premier, Bob Rne, had wemed for months was coming. Taking fiscally A similar plea is expected from Mercy Yablochev, Russia's chief of conscrvative measures, Mr. Rae's left-ofcenter New Democratic Party government while health and the environment unnipunced that grants to colleges and uniwhen he comes to Washington this versities would rise only I per cent this set for a conference

year and 2 per cent in each of the next two yeurs-helow the expected inflation rate. In New Brunswick, the provincial gov-

International

By JENNIFER LEWINGTON

Record low increases in government

spending on Ontario's colleges and univer-

sities for the next three years will turn up

to use their education dollars more effec-

The squeeze on provincial budgets-the

prime source of operating funds for all uni-

versities and colleges in Canada—is prod-

ding the institutions to make the kind of

adjustments already adopted by mnny bus-

inesses here as they try to do more with

the pressure on postsecondary institution

Budget Squeeze Pressures Colleges in Canada

to Seek More Effective Approach to Spending

Ontario's institutions face record low increases in government funds for next three years

Garaidine Kenney-Wallecs of McMaster II. "You can't do more of the same or lasof the same. It requires a fundamenta re-analysis of what you're dsing."

ernment last month froze grants to its universities for the next two years. Government advisers had recommended a 4-percent increase in the higher-education budge el. Alberia has announced a 3-per-cent increase for next year, just slightly above Conside's infiation rate.

The Ontario government also decided to



Richard Allen, Ontario's Minister of Colleges and Universities: "The quastion is. Can we turn it into creative change, or do we turn il into a disaster?

raise by 7 per cent both trition and thoug. amount of financial uid available to needy students. Students in Alberta will pay about 15 per cent more in tuition and fees

Even after such increases, the tuition rates in Canada will still be significantly Continued on Following Page

Colleges' Reaction to Proposed Memo on Sex Equity Is Mixed

didn't go far enough.

Continued From Preceding Page been limited und that female athletes are interested in and capable of sustaining a viable team.

That last example applies to two institutions—the University of Okluhoma and the College of William and Mary-that tried to dron women's buskerball in the last two years. After unnouncing the abolilion of their teams, both institutions reversed course when threatcned with lawsuits.

Some Seek Stronger Document

College officials said the OCR document could help other institutions avoid similar embarrassment.

"It would be helpful not to have institutions wander into the morass that William and Mury and Oklahoma did last year when trying to delve into the same standard," said Sheldon E. Steinbach, general counsel for the American Council were nt all helpful, it would be nn aex to the nthletic-team level or enormous nid to administrators in equal acholarship dollars are being

Football Coach Quits U. of Massachusetts

money to sustain a broad, fiscally sound athletics program, In what could be a hopeful sign,

Mr. O'Brien announced last week that a private group, World Class Soccer Camp, had agreed to donate \$780,000 to keep the university's men's soccer team alive. The soccer organization is run by n Massachusetts alumnus.

Mr. O'Brien said he was also heartened by a recommendation from nn advisory panel to the Massachusetts Governor last week urging the university to continue to play football at its current level. like this," he said, "but it makes

Continued From Preceding Page amend its recommendation to urge the state to contribute the financial gonl, Mr. O'Brien said Governor William F. Weld had offered to be

When women are unde

sented among u college's athletes,

she wrote, "it is important to deter-

have been nursued to move club

sports for the underrepresented

"aa helpful ns he can." However, with few positive signs in sight for the Massachusetts economy, the chancellor said he recognized that the idea of providing more state aid for athletics, insteud of for academic uses or other social programs, could face signifi-

cant political hurdles. "It would be a little bit difficult to put money into aports at a time

shaping their discussions about used to recruit male and female stu-College officials, however dis-

Other higher-education officials ssid they believed the oce memo

Little Guldance Offered

vocates for women welcomed the Jeffrey H. Orlenns, executive di-OCR initiative, most of them said it rector of the lyv Group, said the They have usked the civil-rights memorandum tells colleges what office to make the memorandium they cannot do, but gives them lilstronger by clarifying the departtle guidance about what they ment's stunce on the requirements should do. Mr. Orleans also argued of Title IX. In response to oca's that the use of participation rates to request for comments about the gange a sports program's complimemo, Ms. Lopisno asked the civance with Title IX was "outmor il-rights office to make it clearer ed." and that oca should focus on The solution of the state of th portunities to participate in sports.

While Dorothy Robinson, the general connsel at Yale University, applauded ocs's interest in equity, mine whether sdequate efforts she eslled its approach in the mem-

> There are some very serious pllance issues regarding Title IX, but they ought to be addressed head-on rather than through the back door against schools that happen to be engaged in reduc-tions because of budget cuts," she

Most college officials agreed on

stories, statistics, commenteries, and other important educational Black fames from March 14, 1991 through Pebruary 27, 1992.

By focusing on how colleges should cut programs, rather than on the broader questions about overall compliance with Title 1X. the civil-rights office "hits the schools that overexpanded, and they get penalized, while the schools that never expanded in the first place are not questioned, said Ms. Robinson.

one thing: The oca's draft guidelines will make a difference only if the civil-rights office then follows through in its efforts to monitor compliance with the law.

We in certain Barte, famine Hearmens lander to Visione VIII will be a "for land, and the incertain Barte famine Hearmens lander to Visione VIII will be a "for land, and the wind you to benefit from it as well. A primateur independent of your thinking and and a set will have repeated visibility. Don't type again but his as a statistically although a post of the property of the company of the co Plane Peters your advirtiging space train?
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Renewed Focus on Job Training Expected as Australia Battles Recession

By GEOFFREY MASLEN

As Austrulian higher education gears up for the start of a new academic year this month, the prospects for increased federsl sopport are better than they have been in

What has changed since the 1991 academic year ended in December is the country's political leadership. There's a new Prime Minister, a new Treasurer, and a new senior education minister. The new government has already indicated that education, and particularly job training, is

high on its agenda.
Paul Keating, who ousted Bob Hawkeas Prime Minister in December, rewarded the former education minister, John Dawkins, for his strong support by naming him to the country's inp economic post-that of

Election Within 18 Months

The new Minister for Employment, Education, and Training is Kim Beazley, a protégé of Mr. Hawke's who lost his finance portfolio in the cabinel reshuffling that followed Mr. Keating's takeover. Peter Baldwin retained his position as highereducation minister in the shakeup.

The Labor government faces an election within 18 months and, with Australia in a deep recession, the Keating administration has said its main tasks will be to create



Kim Beazley, the new Minister for Employment, Education, and Training ers say his opportunity to make significant changes will be limited.

more jobs and restore confidence in the

Mr. Dawkins has made the unemployment problem his first priority. Australia's jobless rate is now above 10 per cent, the highest in 60 years, and the figure for



Peter Baidwin, the higher education secretary, may rasist any moves that would couse further upheaval after a period of widespraad change.

young people living in the cities ia three times that. Tackling the issue is expected to result in a renewed emphasia by the goverament on job and skills training, more student places in technical and continuing-

Continued on Following Page

Canada's Colleges Forced to Adapt to Budget Sanceze

Continued From Preveding Page lower than those at comparable

Someoment, the Ontario government unveiled two related actions that it said were designed to encourage higher-education institu tions to restructure themselvesespecially their tinances.

According to provincial officials. colleges and universities that work with their labor unions to develop "creative budget solutions"—such as a mutually agreed-upon rollback of an existing wage contract-will be eligible to apply for some of the \$160-million in incentive funds that the government has set aside. All séctors that depend on government linancing-school districts, hospitals, and municipalities, as well as higher-education institutions-will compete for those family.

The government also has furnied a new task farce to study how high- we're committed to " er education can deliver programs in more cost-effective ways. It Council of Ontario Universities,

plethes that quality and accessibil-ity will not suffer as a result of such

This assessment has been loudly disputed by leaders of Untario's 16 universities, who stepped up their war of words with the government after the budget was aunounced.

The latest squeeze on operating U.S. institutions. revenues could result in Ill-per-Coupled with its budget anwarned the presidents of two large institutions, Robert Prichard of the

> "We can take hold of this circumstance and use it

to vield a more effective system two years down

the road than we have now-if we do it right."

University of Torunto and Geraldine Remiey-Wallace of McMaster University, John Stubbs, president of Trent University, a smaller insti-tution, said simply: "We can't defiver the service and education that

Peter George, president of the

Australia Prepares to Make Job Training a Top Priority as It Tackles Recession

education programs, and a deminal for more cooperation between the Miversities and such programs.

tuils last month of u \$75-million more than 15,000 students above increase by 40,000 the number of student places avuitable in technicat and continuing-education colleges this year. It already has oved up capital spending planned for 1993 and 1994 tu improve facilities at universities that have experienced severe uvercrowding.

Worst Downturn Since 1930's

Prime Minister Keating has been visiting state capitals to hold tiscussions with business and union leaders us a prejude to a major economic policy statement planned for Murch. The announcement is expected to set out nn agenda for rescuine Australia from the mulnise that has seen the worst economic downturn here since the Grent Depression of the 1930's.

The vice-chancellors of Australin's universities have called for an John Dawkins. Mr. Beazley was a early meeting with Mr. Beazley to Rhudes scholar and holds muster's nut forward their arguments on now higher education can help in lectured in political theory at Mur-tic economic-renewal process. doch University in Perth before bethe economic-renewal process. They also will argue for further increuses in spending on university huilding projects that were deferred last year. It is believed that Mr. Kenting already plans to announce the injection of about \$30on the employment and training million extra into new building proetunis for universities.

Higher-education institutions desperately need improved facilities. A huge increase in the propurtion of Australians finishing high school, coupled with rising unemployment among the young, has pplications for university places.

Up to 300,000 Australians applied to universities for the 1992 ac-

Continued From Preceding Page adentic year, an increase of 12 per cent over the year before, but more than 50,000 qualified students are expected to be denied admission. The government announced de- Last year universities accepted their federally financed quotes, and most institutions have been furged to cut first-venr enrollments to reduce the demand un facilities.

Mr. Beazley has refused to comment on plans for his new position, ition, raise private funds, and even but he is likely to give considerable attention to expanding the socalled TAFE system. (The acronym stands for technical and further-education culleges.) That expansion would help relieve some of the pressure on the universities and help ease severe unemployment among high-school graduates.

An Acedemic Beckground

Faculty members and administrators in higher education believe that in Mr. Beazley they now have someone more sympathetic to their plight and idenls than the aggresformer education minister, degrees in nrt and philosophy. He

ing elected to Parliament in 1980. Observers any the opportunity for Mr. Beazley to make major changes in higher education will be components of his portfolio.

Also, the higher-education secretnry, Mr. Baldwin, is likely to resist any moves that would cause further upheaval after a period of widespread change and consolidation in the universities. In a major policy paper presented Inte last yenr, he indicated that the government wanted to focus on issues related to improving the quality of higher education.

predicts that next full the institutions will enroll a total of 3,000 to 4.tKKHewer lirst-year students than they took in this year. He also expects the universities to eliminate between 1.200 and 1,500 faculty

Comments Provoke Protest

Richard Allen Chtario's Minister of Colleges and Universities and a former history professor at McMaster, publicly discounted such dire predictions as a pressure tactic by the presidents. His comments prompted a blistering open letter of protest from the council of

In Mr. Allen's view, major cuts enrollment and staff are not inevitable if university presidents recognize that the status quo cannot be maintained. "There does have to be change," he said. "The question is. Can we turn it into crentive change, or do we turn it into a disaster? The answer is very much in the hands of the presidents, the heads of faculty associations, support staffs, and students.

"We can take hold of this circonstance," he ailded, "and we can use it to yield a more effective pristsecondary system two years down the road than we have nowif we do it right "

University presidents like Ms. Kenney-Willace of McMaster agree that higher education must rethink the way it provides services, "We're talking about a fundaital shift," she says. "You can't do more of the same or less of the same. It requires a fundamental re-analysis of what you're doing."

Where Mr. Allen and the univer sity presidents disagree is on what constitutes "doing it right." Ms. Kenney-Wallace notes that unlike U.S. institutions, Ontario universities are constmined by the government in their ability to set their tuadvertise their differences.

Intent on Alliances

In her view, which is cehoed by other university presidents, the government also needs to rethink its approach to supporting pustsecondary education. "Either give us a healthy dose of finds to meet our needs, or let us take control of our lives," she urges. She says she sees the government's announcements on financing and restructuring as a clear indication that it plans to give universities less room, not more, to decide their future

The New Democratic government already has shown that it is anxious to see dismontted the barriers that make it difficult for students to transfer from the threeyear community colleges, where they pursue specialized training, to universities, where they could gain n strong liberal-arts education. Given that members of the party's blue-collar constituency are more likely to attend or send their children to community colleges than to universities, the government is intent on encouraging cooperative al-linness between the two sectors to improve education and training op-

portunities for all. Last week the university and community-college presidents in Ontario met for the first time to discuss ways to clear the wny for students to move more ensily between the two systems

THANK YOU!

The GRE Board and the Council of Graduate Schools would like to thank the following institutions and/or programs that attended the 1991 GRE/CGS Forums on Graduate Education:

Specific dates and locations for the 1992 GRE/CGS Forums will be announced in the early spring. Inquiries pertaining to institutional participation should be addressed to:

GRE/CGS Foruma on Graduate Education, 32-V Princeton, New Jersey 08541-6000



Thin!

THE HEALTH OF COLLEGE PRESIDENTS is rarely the subject of publicity, but crises have been handled very ealy on two campuses recently:

Marguerite R. Barnett, president of the University (Hossion, wrote an open letter to the university ommunity in which she said that—in the course of ising for allergies and flu—"a neuro-endocrinological oudition was uncovered that now requires testing and mainent over the next several months." She continued, "and, even though I do not intend to let my illness in any way slow the university's progress, I think it is important that you know that Through spring I will need to be gone from campus periodically.

Last month it was announced that the Rev. Michael Lavelle, president of John Carroll University since 1988, todentered a clinic in Rochester, Minn., for treatment gamedical problem that resulted from "a combination of seef alcohol and some rather heavy medication," according to the Rev. Vincent M. Cooke, the university's andemic vice-president who is acting as president in lather Lavelle's absence. The medication is for treating a heart condition. Mr. Cooke continued: "We have a miversity policy with regard to ale abol and other drugs. Wefeel it is nothing to be ashamed of, that it is a medical mobilem that can happen to any of us."

laone of his last acts as Governor of Kentucky. Willace G. Wilkinson appointed himself to a six-year term on the University of Kentucky Board of Trustees l'Ways and Means," December 18). While legal, the appointment aroused a controversy that is unlikely to go sray. After attending his first meeting as a trustee, Mr. Wikinson held an impromptu news conference in which lesaid faculty members should spend more time on undergraduate teaching and less on research. He then gtintoaheated exchange with Mark Peffley, a professor of political science ut the university. According to the Louisville Courier-Journal, Mr. Peffley eventually told the former Governor: "The academic setting is a compelitive process just like mything else, and the reforms hat you're calling for will destroy this university. It's destroying morale among faculty ulready."

The presidential-search process at East Tennessee State University ("Nume Dropping," December 18) has a new wrinkle: More than 350 fuculty members have signed a petition asking that the name of Bert C. Bach, the interim president, be added to the list of finalists. Mr. Bach had earlier dropped out of contention.

The Rev. William J. Byron, who will leave the residency of the Catholic University of America in June. was recently featured in the daily "Doers Profile" in The Washington Times. Most college presidents can empathize with at least two of his answers: "Luxury defined: Meetings that open with adjournment." and "Walter Mitty Pantasy: Presiding over an endowment hat is larger than any other in U.S. higher educa-

Mount Aloysius Junior College is now Mount Aloysius College. It will award bachelor's degrees in sursing, public administration, and professional studies.

Jimmy Swaggart Bible College and Seminary in Baton louge, La., is considering changing its name to World vangelism Bible College and Seminary.

Gazette appuniments, resignatores deallis, anno umissa everas





Linda Davis Taylor



Carolyne Lamar Jordan





Batty J. Paulanka U. of Delaware



Chaster K. Lasall

Thomas S. Kubsla Delaware Technical and Community College

■ New college end university chief executives: Alabama A&M University, David Henson; Catholic University of America, F. Patrick Ellis; Delaware Technical and Community College, Thomas S. Kubala; New Hampshire Technical College at Stratham, Jane Power

Appointments, Resignations

director of pleaned svices (Tex.).
Joyes O. Davis, president of Southern Semi-nary College, has essounced her retire-mest, effective Juse 30.
F. Patrick Bills, president of La Salic U., to president of Catholic U. of America, ef-graphic Company of Catholic U. of America, ef-

F. Pastrest case; president of Catholie U. of America, et-greedent of Catholie U. of America, et-fective in June, substiman of EAC tacks-tries Inc. (Chicago), to measting director of the elumin assistant lochrides-trav-ices libraria assistant lochrides-trav-ices libraria Southeastern Beptial Incesting assistant of director of il-brary services si Wingate College.

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Gazette

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James N. Renne, provist of Stanford U., to president and chief executive officer of Greedom Newspapers Inc. Hivme, Cal.).

Deaths

Joseph G. Allen, 79, professor emeritus and former elmirman of surgery at Stanford O., January 10 in Stanford, Cal. John R. Everell, 73, president emeritus of

Binna Herrell, 80, former associate clini-J. Blain shread, Rt. Games avocatic clinical professor of streety a Gones Washinston U., Jimazy Jein Nijeles, Ri., accept the Comment of the Market, Ph. accept the Market of Market, Ph. accept the Market of Market of

New School fatty H., of New York, and rate 21 of 16 of 17 of 11. of New York, and rate 22 of 18 at U. of the District of Columbia and for-mer backetbill coach at Howard U., Jan-uny 18 in Washington. Howerd W. Wilghl, former professor of oc-counting of U. of Maryland at College Park, January 18 in Hethesda, Md. ent I deformé, January fo în Los Angeles.

Bergan, J. Forrer don de l'Acquer d

Coming Events

A symbol (a) marks items that have not appeared in previous issues of The Chronicle.

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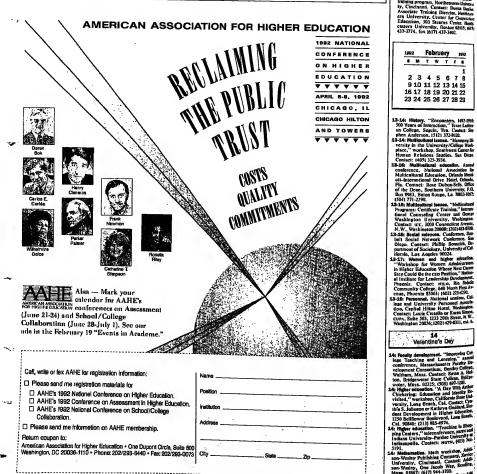
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13-14: History. "Encounters, 1492-1992-500 Years of Interaction." Texas Luther-an College, Seguin, Tex. Contact: Step then Anderson, 15121-372-8020. 13-14: Mullicultural launas, "Managang Di-versity in the University/College Work-

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12: Research. "Responding to Allegations of Research Misconduct in the University: a Praeticum," workshop, American Association for the Advancement of Science, Hyart Regency Hotel, Chicago. Contact: Misconduct Practicum, Directorate for Science and Policy Programs, AAAS, (2021 326-6600, fax (202) 289-4950.

CONFERENCES



CONFERENCES, WORKSHOPS

The Fund for Theological Education, Inc. Conference for Black **Undergraduate Students**

April 3-5, 1992

tembrance will be hold in Washington, DC (beginning Appn. on Fridey and ending of 2:00 p.m. Sunday! for and college juniors and sculors who may be putontial sidales for The Fund for Theological Education's (FTE) at Boctoral Scholarship Program.

Conference is designed to provide a unique experito a select number of African American students otoconsidering doctoral studies for the Ph.D. or Ed.D. eligion or theology. The objective of the Conference is asis students in obtaining direction and clarity about contenties and challenges for teachers and scholars in field of religion and theology. The conference leaders Aleteachers and scholars in the field of religion.

adicants must be nominated by their college, professor, binistrator, or chaplain. Deadline for nominations is Many 21. Application information will be sunt to nomiraby The FTE. Participant's conference expenses will control by The FTE.

For further information contact the Evecutive Director The Fund for Theological Education, Inc. 475 Riverside Drive

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